

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. 533)**

Case No. 16-00276-UT

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

Applicant)

_____)

DIRECT TESTIMONY

OF

MEAGHAN J. CAVANAUGH

December 7, 2016

NMPRC CASE NO. 16-00276-UT
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WITNESS FOR
PUBLIC SERVICE COMPANY OF NEW MEXICO

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1

I. INTRODUCTION AND PURPOSE

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

3 **A.** My name is Meaghan Cavanaugh. I am a Senior Corporate Communications
4 Representative for PNMR Services Company (“PNMR”). My address is 414 Silver
5 Avenue, SW, Albuquerque, New Mexico 87102.

6

7 **Q. PLEASE DESCRIBE YOUR RESPONSIBILITIES.**

8 **A.** As a Senior Corporate Communications Representative, I am responsible for
9 internal and external communications for Public Service Company of New Mexico
10 (“PNM”), including, but not limited to internal company communications and social
11 media accounts. I work closely with the Communications team, as well as many other
12 internal teams within the company, to develop communications strategies to reach
13 employees and customers. Please see PNM Exhibit MJC-1 for a summary of my
14 education and experience.

15

16 **Q. WHAT IS THE PURPOSE OF YOUR DIRECT TESTIMONY?**

17 **A.** The purpose of my testimony is to support PNM’s July 2015 through June 2016
18 base period (“Base Period”) customer advertising expenses. These advertising
19 expenses are incurred by PNM and PNMR, and allocated through PNM’s cost of
20 service model. PNM Witness Monroy sponsors the appropriate allocations of
21 these expenses. Other than for general informational communications, PNM’s
22 energy efficiency program-specific advertising expenses are not included in this

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1 case because they are tracked and recovered through PNM’s annual energy
2 efficiency budget and rate rider, which are separately approved by the
3 Commission.

4
5 In my testimony, I will discuss:

- 6 • 17.3.350 NMAC (“Rule 350”) including components of the advertising or
7 other communication expenses that are allowable (“Allowable
8 Expenditures”), and those that are unallowable (“Unallowable
9 Expenditures”) for ratemaking purposes as defined by Rule 350; and
- 10 • The total amount of advertising Allowable Expenditures for the Base
11 Period.

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

15
16 **II. BASE PERIOD CUSTOMER ADVERTISING**

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

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

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1 be included in cost of service rates as Allowable Expenditures, and defines those
2 expenses that should not be included in cost of service rates as Unallowable
3 Expenditures.

4
5 Rule 350.9.B lists the kinds of expenses that are Allowable Expenditures. The
6 Rule allows reasonable expenses for advertising that:

- 7 (1) Advises the ratepayers of matters of public safety, health or emergency
8 situations;
- 9 (2) Advocates to ratepayers through factual data and advice their conservation
10 of energy resources and reduction of peak demand;
- 11 (3) Explains utility billing practices, services, and rates to ratepayers;
- 12 (4) Must be filed with governmental agencies or financial institutions
13 (including Annual Reports and stock prospectuses) other than
14 advertisements filed pursuant to (6) below;
- 15 (5) Advises customers of employment opportunities with the utility company;
- 16 (6) Provides information required to be made available to customers or
17 stockholders under state or federal law and regulation; or
- 18 (7) Otherwise results in a measurable reduction of operating costs and more
19 efficient utility service to ratepayers except as excluded by [Rule
20 17.3.350.9.C NMAC].

21
22 Rule 350.9.C lists the kinds of expenses that are Unallowable Expenditures, and
23 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
- 11 any 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 allowable under the criteria established. My testimony

16 and supporting exhibits demonstrate that the expenditures PNM has included in

17 determining its cost of service are allowable under Rule 350.9.B.

18

19 **Q. HAVE YOU EXAMINED THE ADVERTISING EXPENSES REQUESTED**

20 **BY PNM DURING THE BASE PERIOD TO DETERMINE IF THESE**

21 **ADVERTISING EXPENSES ARE ALLOWABLE EXPENDITURES**

22 **UNDER RULE 350?**

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

5
6 **Q. WHAT IS THE TOTAL AMOUNT OF PNM BASE PERIOD
7 ADVERTISING EXPENSES THAT ARE ALLOWABLE EXPENDITURES
8 UNDER RULE 350?**

9 **A.** As summarized in PNM Exhibit MJC-2, the total company Allowable
10 Expenditures for PNM electric services that meet the criteria set forth in Rule
11 350.9.B in the Base Period were \$343,655. These costs are detailed in PNM
12 Exhibits MJC-3 through MJC-6. Allowable Expenditures are allocated to the
13 PNM Retail jurisdiction, as discussed by PNM Witness Monroy.

14
15 **Q. WHAT ARE THE PURPOSES OF THE ALLOWABLE EXPENSES?**

16 **A.** PNM supports several communications programs that promote: (1) the safe,
17 efficient use of electricity; (2) employment opportunities; (3) information required
18 under state or federal law and regulation; (4) how, when, and where to contact
19 PNM; and (5) specialized information for residential and business customers.
20 Expenses associated with these programs are attached as PNM Exhibits MJC-3
21 through MJC-6.

22

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1 PNM utilizes regular bill inserts and other types of media and customer contacts
2 for customer communications that address: the safe, efficient use of electricity,
3 information about various electricity programs available to customers,
4 information about services and regulatory matters, and other specialized
5 information for residential and business customers (items 1, 2, 3, 4 and 5). PNM
6 Exhibits MJC-3 and MJC-4 provide information and cost support for these
7 customer communications.

8
9 PNM Exhibit MJC-5 provides support for communications relating to information
10 required under state or federal laws and regulations.

11
12 PNM Exhibit MJC-6 provides support for the advertising of employment
13 opportunities.

14
15 **Q. PLEASE DESCRIBE BASE PERIOD “ENERGY WORKS, BILL**
16 **INSERTS” EXPENSES, PNM EXHIBIT MJC-3.**

17 **A.** PNM customers receive Energy Works each month with their bill; bill inserts are
18 a cost-effective means of communicating with customers. Throughout the year,
19 the bill insert includes information about energy use, public safety, and contacting
20 PNM such as:

- 21 • How to contact PNM in different communities including office hours;
- 22 • Accessing telecommunication devices for the deaf (TDD) and telephone
23 typewriter (TTY) telephone numbers for the hearing impaired;

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- 1 • Public safety messages regarding outages, copper theft and Call Before
2 You Dig;
- 3 • Budget Billing;
- 4 • Energy savings tips and energy efficiency programs;
- 5 • Payment options; and
- 6 • Required NMPRC information.

7 Sample copies of the Energy Works bill insert for the Base Period are included in
8 PNM Exhibit MJC-3.

9

10 **Q. HOW HAS PNM DETERMINED WHICH OF THE COSTS FOR THE**
11 **ENERGY WORKS BILL INSERT SHOULD BE INCLUDED IN THE**
12 **BASE PERIOD EXPENSES?**

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

17

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

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

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1 **Q. WHAT IS THE PROCESS FOR DETERMINING THE ALLOWABLE**
2 **COSTS FOR THE ENERGY WORKS COMMUNICATIONS?**

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

7

8 In order to determine the percentage of allowable expense for Energy Works, the
9 allowable content area was determined for all inserts. The percentage of allowable
10 content was then multiplied by the total cost to arrive at the total allowable cost.
11 The total allowable cost for Energy Works is \$80,748. The total allowable cost is
12 a little more than \$0.01 per customer per month. Energy Works does not result in
13 additional postage cost. The calculations are included in PNM Exhibit MJC-3.

14

15 **Q. WHAT TYPE OF INFORMATION IS INCLUDED IN “CUSTOMER**
16 **COMMUNICATIONS,” PNM EXHIBIT MJC-4?**

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

- 20 • PNM produces and distributes a monthly electronic newsletter, PNM
21 Power Source, tailored for business customers. A wide variety of energy-
22 related content is provided each month, including research reports on new

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1 products and energy management systems, and detailed information on
2 their PNM service.

3 • PNM provides an automated telephone system which includes messages
4 about safety, saving energy, bill and payment options and others.

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

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

10

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

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

18

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

20 **A.** Costs to produce the electronic newsletter were controlled by contracting with a
21 company that produces electronic newsletters for several other companies. Their
22 economies of scale made it cheaper than producing and emailing the newsletter
23 locally. Advertising is produced by local advertising agencies, and the costs to

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1 produce the advertising are relatively modest and efficient. The media outlets
2 utilized to run advertising are chosen to reach as many customers as possible with
3 as little expense as possible. Also, many collateral materials are produced in-
4 house, further reducing the total cost.

5
6 **Q. WHAT ARE THE BASE PERIOD COSTS FOR CUSTOMER
7 COMMUNICATIONS OTHER THAN ENERGY WORK BILL INSERTS?**

8 **A.** The total Base Period allowable expenses for PNM Customer Communications
9 are \$70,506. Sample copies of invoices and materials are included in PNM
10 Exhibit MJC-4.

11
12 **Q. PLEASE DESCRIBE BASE PERIOD “INFORMATION REQUIRED
13 UNDER STATE OR FEDERAL LAW AND REGULATION” EXPENSES,
14 PNM EXHIBIT MJC-5.**

15 **A.** There are several documents that PNM must produce to satisfy the needs of
16 government agencies and financial institutions, including proxy materials to
17 investors and stockbrokers who then pass the materials on to their customers.
18 PNM does not have access to stockbrokers’ customer lists. Further, the Securities
19 and Exchange Commission requires PNM to disclose any material investor
20 information via a news wire service. The total Base Period allowable expense is
21 \$149,584, as detailed in PNM Exhibit MJC-5.

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

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

12
13 **Q. PLEASE DESCRIBE BASE PERIOD “EMPLOYMENT**
14 **OPPORTUNITIES” EXPENSES, PNM EXHIBIT MJC-6.**

15 **A.** PNM periodically advertises employment opportunities. Expenses associated
16 with notification of employment opportunities are Allowable Expenditures
17 because they are consistent with Rule 350.9.B(5). All of the claimed expenses
18 were direct charges for employment vacancies, and therefore are reasonable costs.
19 The total Base Period allowable expense is \$42,817, as detailed in PNM Exhibit
20 MJC-6, which includes sample invoicing materials and employment
21 advertisements.

22

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1 **Q. PLEASE DESCRIBE BASE PERIOD PNM ADVERTISING EXPENSES**
2 **THAT ARE NOT RECOVERABLE EXPENDITURES UNDER NMPRC**
3 **RULE 350.**

4 **A.** During the Base Period, PNM had approximately \$1,390,868 in advertising
5 expenses that do not meet the criteria under Rule 350.9B. Examples of
6 advertising that were excluded from Base Period cost of service are:

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

11

12 **III. TEST PERIOD ADVERTISING EXPENSES**

13 **Q. HOW DID PNM DETERMINE ITS ALLOWABLE TEST PERIOD**
14 **ADVERTISING EXPENSES?**

15 **A.** To arrive at an estimate of its Test Period advertising expenses, PNM first
16 identified the allowable and non-allowable advertising expenses during the Base
17 Period. The allowable Base Period advertising expenses are typical of PNM's
18 recurrent expenses to develop, publish and disseminate information to customers,
19 the public at large, and to utility stockholders. As described by PNM Witness
20 Monroy, PNM applied a 1.5% escalation to the allowable Base Period advertising
21 expenses of \$343,655 to determine the allowable Test Year advertising expenses
22 of \$348,810 ($\$343,655 \times 1.015$). I believe the use of the 1.5% escalation is

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1 reasonable considering PNM's recent experience with increases in the cost of
2 allowable advertising.

IV. CONCLUSION

5 **Q. WHAT IS YOUR OVERALL CONCLUSION REGARDING THE**
6 **AMOUNT OF ALLOWABLE ADVERTISING EXPENSES THAT IS**
7 **INCLUDED IN THE TEST PERIOD?**

8 **A.** The allowable advertising expenditures in the amount of \$348,810 included in the
9 Test Period represent a reasonable level of advertising expense, given PNM's
10 obligations to communicate various kinds of information under state and federal
11 law, and in furtherance of PNM's responsibility to provide safe and adequate
12 service to its customers. My opinion is based on a review of allowable
13 advertising expenditures during the Base Period and previous years, and my
14 knowledge of the efforts PNM makes to control advertising costs. Based on the
15 actual costs incurred during the Base Period that meet the criteria for advertising
16 in Rule 350, PNM's Test Period allowable advertising expense are reasonable and
17 consistent with advertising spending over time.

18
19 **Q. DOES THIS CONCLUDE YOUR DIRECT TESTIMONY?**

20 **A.** Yes.

GCG#522604

Résumé of Meaghan J. Cavanaugh

PNM Exhibit MJC-1

Is contained in the following 1 page

Meaghan J. Cavanaugh

Work Experience

PNM Resources

October 2016 – Current Albuquerque, NM

Sr. Corporate Communications Rep

- 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 content to support communications efforts in collaboration with web site manager.
- Create/execute communications plans and materials.
- Develop strategies to enhance external recognition for positive corporate initiatives.

Independent Contractor

February 2016 – October 2016 Albuquerque, NM

Account Management/Project Management/PR

Developed organizational processes and project management for advertising agency, web development agency.

Defined Fitness

April 2015 – December 2015 Albuquerque, NM

Marketing Manager

Implemented marketing and communications strategies; responsible for media materials, and social media communications.

Albuquerque Museum Foundation

April 2013 – January 2015 Albuquerque, NM

Director of Communications/Public Relations

Partnered with City to implement comprehensive advertising and marketing plan; managed social media and implemented internal branding, marketing and communications strategies.

3 Advertising

April 2007 – January 2013, Albuquerque, NM

Account Manager

Developed client strategies and campaigns; managed advertising accounts and budgets.

Other relevant experience

Account Coordinator, McKee Wallwork Cleveland, October 2005 – April 2007, Albuquerque, NM

Marketing/Promotions Director, Chick's Harley-Davidson, March 2004 – October 2005, Albuquerque, NM

Education

B.B.A. In Marketing

Robert O. Anderson Schools of Management, University of New Mexico, 1998 – 2002

Expense Summary

PNM Exhibit MJC-2

Is contained in the following 1 page

BASE PERIOD

SUMMARY OF ALLOWABLE EXPENDITURES

PNM EXHIBIT MJC-2

ITEM DESCRIPTION	COST	ALLOWABLE COST
PNM Exhibit MJC-3 "ENERGY WORKS, BILL INSERTS"	\$ 92,083	\$ 80,748
PNM Exhibit MJC-4 "CUSTOMER COMMUNICATIONS"	\$ 91,258	\$ 70,506
PNM Exhibit MJC-5 "INFORMATION REQUIRED UNDER STATE OR FEDERAL LAW AND REGULATION"	\$ 149,584	\$ 149,584
PNM Exhibit MJC-6 "EMPLOYMENT OPPORTUNITIES"	\$ 43,309	\$ 42,817
Total	\$ 376,234	\$ 343,655

Energy Works

PNM Exhibit MJC-3

Is contained in the following 16 pages

ENERGY WORKS, BILL INSERTS (PNM Exhibit MJC-3)

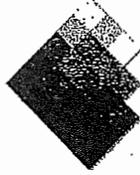
PNM EXHIBIT MJC-3

Page 1 of 16

ITEM DESCRIPTION	BILLING DATE	COST	ALLOWABLE ALLOCATION PERCENTAGE	ALLOWABLE COST	INVOICE/SAMPLE
July Energy Works Printing	2015-06-29	\$9,696.77	88%	\$8,484.67	Page 2 of 16
July Energy Works Production	2015-07-01	\$603.82	88%	\$528.34	Page 3-5 of 16
August Energy Works Production	2015-07-01	\$684.26	63%	\$427.66	
August Energy Works Printing	2015-07-30	\$9,796.08	63%	\$6,122.55	
September Energy Works Production	2015-08-01	\$669.39	100%	\$669.39	
September Energy Works Printing	2015-08-27	\$9,713.76	100%	\$9,713.76	
November Energy Works Production	2015-10-01	\$743.07	69%	\$510.86	
November Energy Works Printing	2015-10-30	\$9,754.92	69%	\$6,730.89	
December Energy Works Production	2015-11-01	\$570.79	88%	\$499.44	
December Energy Works Printing	2015-11-30	\$9,754.92	88%	\$8,584.33	
January Energy Works Printing	2015-12-22	\$9,672.60	100%	\$9,672.60	
January Energy Works Printing	2015-12-30	\$123.48	100%	\$123.48	
January Energy Works Production	2016-01-01	\$468.06	100%	\$468.06	
February Energy Works Production	2016-01-01	\$912.58	100%	\$912.58	Page 6-8 of 16
February Energy Works Printing	2016-01-29	\$9,754.92	100%	\$9,754.92	Page 9 of 16
March Energy Works Production	2016-02-01	\$1,075.54	88%	\$941.10	
March Energy Works Printing	2016-02-29	\$8,607.58	88%	\$7,531.63	
April Energy Works Production	2016-03-01	\$475.65	63%	\$297.28	Page 10-12 of 16
April Energy Works Printing	2016-03-30	\$612.26	63%	\$382.66	Page 13 of 16
May Energy Works Production	2016-04-01	\$481.24	100%	\$481.24	
May Energy Works Printing	2016-04-28	\$7,291.81	100%	\$7,291.81	
June Energy Works Production	2016-05-01	\$393.37	100%	\$393.37	Page 14-16 of 16
July Energy Works Production	2016-06-01	\$225.72	100%	\$225.72	
Subtotal		\$ 92,083		\$ 80,748	
PNM Exhibit MJC-3 "ENERGY WORKS, BILL INSERTS"		\$ 92,083		\$ 80,748	

Remit Payment To:
3838 Bogan Ave. NE
Albuquerque, NM 87109

505-872-2200-PH
505-872-4200-FAX
www.thecaptivagroup.com



captiva
GROUP
Print • Packaging • Distribution

00553879

Invoice Number: 25602
Invoice Date: 06/29/15
Due Date: 07/29/15
Salesperson: Albert Padilla
Purchase Order:

Bill To: 2353
PNM Graphics Department
Alvarado Square
Albuquerque NM 87158-0506

July Energy Works Bill Inserts

~~002-921000-924-NRTC0001-555-7108~~

006-908000-188-NRTC0001-555-6310

Thank you for your business!

Quantity Ordered	Quantity Shipped	Order Number or Job	Description	Unit Price	Unit of Measure	Amount
470,000	472,000	21799	July Energy Works	19.2000	M	9,062.40

Net Sales: 9,062.40
Tax: 634.37

Invoice Total: 9,696.77

Terms: Due in 30 days

BL: 006 Requestor DESTIAN					
SC Key	LOC	FERR	AC	8%	
0600170752		6310			
G# 555					

All work is subject to terms and conditions as set forth under the printing trade customs which have been in general use in the printing industry for more than 60 years. The parties agree that all preparatory materials contained in Paragraph 6 of the Trade Customs, shall become the property of the customer. Captiva Group will store the preparatory materials for a period not exceeding one year from the date of its first use.

No claims allowed unless reported and accepted within (15) days. Signature by any agent or representative constitutes acceptance. Past due accounts will be charged an additional rate of 1.5% interest per mo. on unpaid balance.

Ticket #120889

Name **ROGER LARSEN** Date in **6/25/2015** Date needed **6/25/2015** anytime
 Home center **6310** Mail stop **0605** Phone **(505) 241-2527** Originals **1** Copies **1**
 Document title **Energy Works July2015 - 1ver**

Account **6-908000-188-NRTC0001-555-6310** Percent **100**

Prints two sides	Bond yes	Laminate	Ink color color	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
includes for PNM.com

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	1	3	0.49	1.47		
Color copies 11 x 17	1	6	0.69	4.14		
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.79			
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)			22			
Other 1						
Other 2						
Other 3						

Item	Hours	Rate	Total	Description
Design/production*	13	35	455	
Load	13	8.5	110.5	

*Tax rate **0.07188** Tax **32.71** Request total **\$603.82**

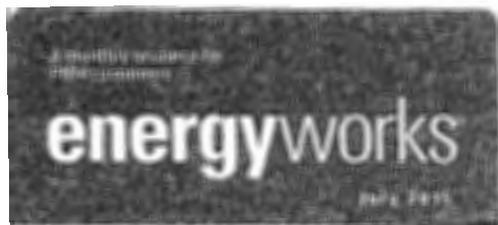
More Sol. Less Coal.

LET'S CLEAR THE AIR

Our plan to close two coal-fired generating units at San Juan Generating Station will result in 36% less coal capacity. That's less coal, and that's a fact.

Learn more about how we are balancing reliability, affordability and environmental responsibility.

PowerForProgress.com



Transfer,
Stop, or
Start Service
quickly and
easily online.

inside

- More sol. Less coal.
- Got appliance rebates?
- Free online energy advisor.
- Isotopes coupon.



Talk to us.



MOVING?

Start on Quick Links on the PNM.com home page.

TRANSFER SERVICE

If you are moving and starting service at a new home within the PNM service territory, choose **Transfer Service**. You will be asked to select an available date you want to stop service at your current address and start service at your new address.

Move Out/STOP SERVICE

If you are moving out of your current home and not starting service at a new home within the PNM service territory, choose **Stop Service**. You will be asked to select an available day you want to **Stop Service**.

Move In/START SERVICE

If you are a current or new PNM customer, you can easily **Start Service** online. You will be asked to select an available day you want to **Start Service**.

Log In to My Account

Not Registered? Sign Up.

Quick Links

Pay My Bill

Report an Outage

New! Schedule Your Move Online

Billing Options

After you move, make sure and try the **Home Energy Advisor**.

See your estimated savings after making our recommended changes:

\$600

POTENTIAL 3-YEAR SAVINGS

(EXAMPLE: Your savings may be different)

Give it a try at PNM.com/advisor

With this free online tool, you'll receive customized recommendations to make your home more energy efficient while keeping you comfortable.

Just click on the options appropriate for your home and the PNM Home Energy Advisor does the rest.



Albuquerque Isotopes vs.

Las Vegas 51s Thurs., July 16 7:05 P.M.
Fresno Grizzlies Wed., August 12 6:35 P.M.

* Coupon is redeemable online at www.ticketmaster.com/pnm15 and by calling Ticketmaster at 1-800-745-3000 prior to game day. Use the password "PNM15" for online and phone 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 and only valid for specified dates. No upgrades apply.

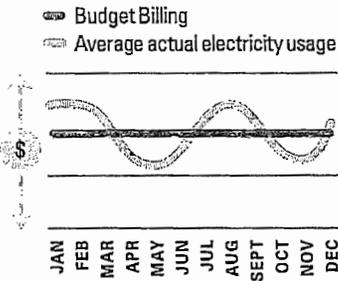
Higher Summer Electricity Usage = Higher Bills.

It's a good time to consider Budget Billing.

On average, July is the second highest electricity usage month of the year for residential customers, with August the highest.

Budget Billing allows you to shift cost from higher usage months to lower usage months. You still pay for all the electricity you use, but your costs are spread evenly throughout the year.

Residential electricity usage peaks during the summer and winter. Your usage patterns may be different depending on how you use electricity. For example, if you have refrigerated air conditioning, your summer usage is higher than with evaporative cooling.



You can sign up online at PNM.com/budgetbilling

Got Appliance Rebates?

You could qualify for rebates on efficient ENERGY STAR appliances.

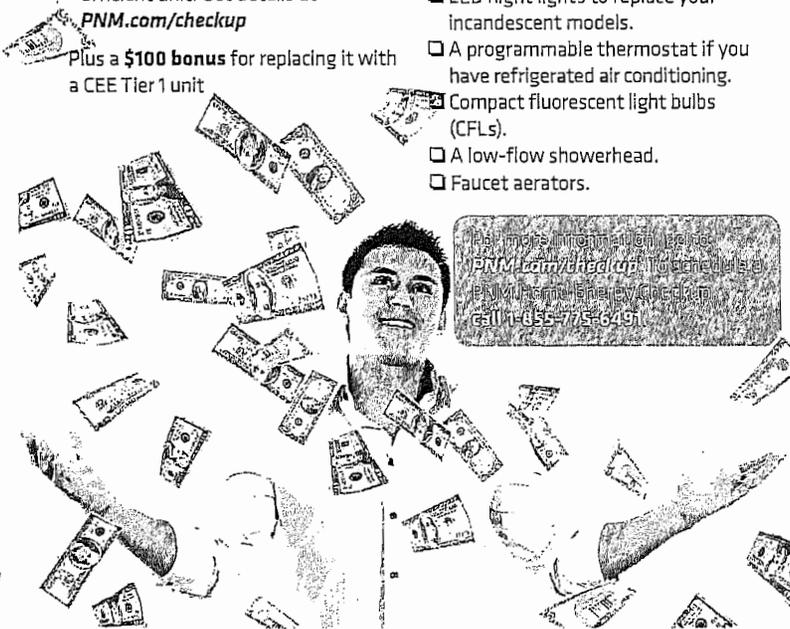
- Refrigerator rebate - **\$125**
- Clothes washer rebate - **\$75**
- Dishwasher rebate - **\$50**
- Efficient evaporative cooling - **\$300**
- Replace a working refrigerated air conditioning unit - **\$400**. Get up to **\$600** for replacing it with an efficient unit. Get details at PNM.com/checkup

Plus a **\$100 bonus** for replacing it with a CEE Tier 1 unit

To qualify for appliance rebates before you make a purchase, schedule and complete a **PNM Home Energy Checkup**. A PNM-approved assessor will perform a thorough energy analysis of how your home uses energy.

You can also get:

- Smart power strips that let you power down some electronics while keeping others on, like cable box or DVR that need continuous power.
- LED night lights to replace your incandescent models.
- A programmable thermostat if you have refrigerated air conditioning.
- Compact fluorescent light bulbs (CFLs).
- A low-flow showerhead.
- Faucet aerators.



Contacts and programs

Phone

Residential services:
1-888-DIAL-PNM (1-888-342-5766)
Business services:
1-888-245-3659
Call before you dig: 811
TDD - TTY: 1-800-640-9382

Call center hours:
Monday-Friday, 7:30A.M.-6P.M.
(For outages, call 24/7)
Tip: The best time to call is between 10A.M. and 4P.M. Monday is usually the busiest day of the week.

PNM.com

Solar PV Program: PNM.com/solar
Residential rebates & discounts:
PNM.com/rebates
Business rebates & discounts:
PNM.com/bizrebates
Energy tips & more: PNM.com/save
Home lighting discounts:
PNM.com/homelighting
PNM Power Saver:
PNMPowerSaver.com
1-866-471-7906
Refrigerator Recycling:
PNM.com/fridge, 1-877-643-1956
M-F 9A.M.-6P.M., Sat. 8A.M.-4:30P.M.

facebook.com/PNMelectric
Twitter.com/PNMtalk

How to use 24/7 automated phone options:

Pay your bill	2-1	Main menu > Pay now > Pay with a check or credit card
Account balance and payments	3- (Acct#)	Main menu > Billing and payments > Account balance
Request more time to pay your bill	3- (Acct#)-3	Main menu > Billing and payments > Payment arrangement
Report a power outage	1-1 (Zip)	Main Menu > Outage > Power out >

Getting your bill paperless via email

Automatically recurring each month PNM.com/paperless

Ways to pay your bill

One time click-to-pay from your bank account- Free	PNM.com/pay
Automatic Payment - Recurring, paper or paperless, from your bank account.	PNM.com/autopay
Bank/Credit Union web sites - Free at many Wells Fargo drop off - Free drop box	PNM.com/wf
Western Union - Dozens of locations with more days and longer hours - \$1 fee	PNM.com/wu
Visa, MC, Discover credit or debit, or ACH (electronic check) - \$2.95 fee	PNM.com/pay Or 1-877-509-5938

Power outages:

- Call 24/7 to 1-888-DIAL-PNM (888-342-5766) to report an outage
- Sign up for outage alerts via text, email or phone call at PNM.com
- If we have your telephone number and know about your outage, the automated system will let you know
- See known outages on our map: PNM.com/outage
- Many outages are posted on Facebook
- Large outages are posted on Twitter

Ticket #122146

Name **ROGER LARSEN** Date in **1/27/2016** Date needed **1/27/2016** anytime
 Home center **7034** Mail stop **0605** Phone **(505) 241-2527** Originals **1** Copies **1**
 Document title **Energy Works Feb2016 - 1ver**

Account **7-921000-924-SSCA0030-555-7034** Percent **100**

Prints	two sides	Bond	yes	Laminate		Ink color	color	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			0.49			
Color copies 11 x 17	1	7	0.69	4.83		
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.79			
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)			22			
Other 1						
Other 2						
Other 3						

Item	Hours	Rate	Total	Description
Design/production*	16	45	720	
Load	16	8.5	136	

*Tax rate **0.07188** Tax **51.75** Request total **\$912.58**



Fund A division of the PNM Resources Foundation

PNM **Power Up** Grants

\$500,000 available to nonprofit organizations.

Applications accepted
February 18 – March 18, 2016.

PNM **Power Up** Grants help strengthen New Mexico by investing in our communities. The PNM Fund seeks innovative and creative proposals that support the communities PNM serves.

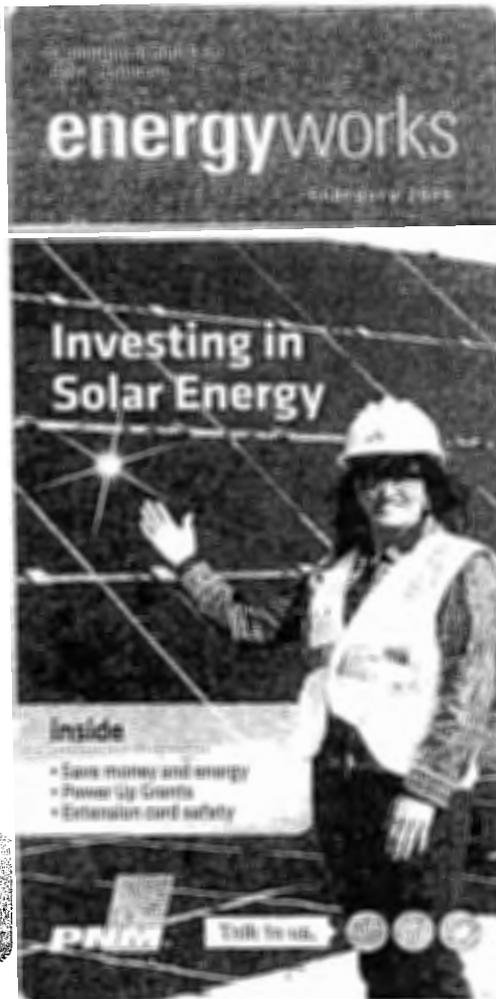
We look forward to partnering to invest in vibrant community spaces.

Proposals should:

- Support community and neighborhood revitalization
- Promote area improvements and green space development
- Create meaningful public spaces

Grants may be submitted for up to \$20,000. A total of \$500,000 in funding is available.

Online applications and more details are available at PNM.com/powerup.



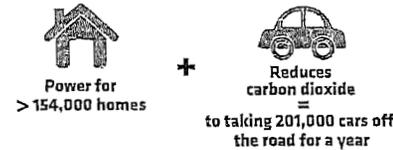
PNM Continuing to Invest in Solar Energy

Four new solar centers were completed in December 2015, providing enough energy to power 16,000 homes.

Since 2011, we've invested almost \$270 million to serve you with clean, renewable, solar energy. That's more than 1 million solar panels in communities across the state.



PNM RENEWABLE ENERGY



In addition, our **customer solar program** now has 5,200 residential and business customers participating. We paid more than \$7.4 million in 2015 to help fund these customer-owned systems.

Recently we have received many questions from customers who have been approached by local solar companies proposing free solar as part of a "partnership with PNM." The **PNM Customer Solar Energy Program is not associated, aligned or a partner with any solar installer / contractor.** We do not maintain a "preferred provider" list. PNM inspects these systems to verify that they meet applicable Commission requirements so they can be safely connected to the grid.

Renewable Energy Source	Capacity (in MW)	Number of homes it can power
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Renewable Energy Source	Capacity (in MW)	Number of homes it can power
SOLAR ENERGY		
South Valley (Bernalillo County)	10	4,025
Santa Fe County (Valencia County)	9.5	3,850
Rio Communities (Valencia County)	10	4,025
Santolina (Bernalillo County)	10.5	4,250
Meadow Lake (Valencia County)	9.1	3,500
Cibola County	7.6	3,000
Sandoval County	6.1	2,400
Otero County	7.5	2,550
Manzano (Valencia County)	8	2,675
Albuquerque	2	675
Alamogordo	5	1,700
Las Vegas	5	1,575
Los Lunas Expanded: 2013	7	2,350
Deming Expanded: 2013	9	3,000

WIND ENERGY

NM Wind Energy Center (De Baca/Quay Counties)	200	73,000
Red Mesa Wind Energy Center (Cibola County)	100	36,500

GEOTHERMAL ENERGY

Dale Burgett Geothermal Plant (Hidalgo County)	8	3,000
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\$ 5 Ways to Save Money and Energy at Home

Swap out energy-sucking light bulbs. **Replacing traditional incandescent light bulbs with energy efficient light emitting diode (LED) and compact fluorescent light (CFL) bulbs** is a simple way to save energy in your home daily without having to spend a lot of money. Take advantage of the PNM discount on lighting through our Home Lighting Discount Program at PNM.com/homelighting.

There are many things you can do around the house to save money and energy from low to no cost. **Here are 5 tips to get you started:**

1 **Limit your use of portable heaters.** They're great for spot heating, but running a 1,500-watt heater for long periods can be expensive.

2 **Avoid "phantom energy".** Even when they're turned off, things like home electronics in standby mode use energy to power features like clock displays.

3 **Dust behind your fridge.** Clean condenser coils (located on the back or bottom of your refrigerator) every 3 months with a vacuum cleaner to allow for maximum heat transfer and to keep the condenser from overworking.

For more energy saving ideas visit PNM.com/tips

4 **Ask our Home Energy Ambassador.** The PNM Home Energy Checkup Program gives you a custom snapshot of your home's electricity use, and allows customers to ask the expert anything about reducing electricity waste right there in your own home for a nominal one-time fee. Visit PNM.com/checkup.

5

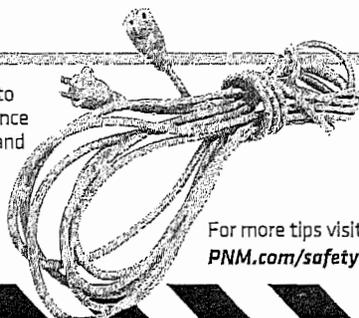
Extension Cord Safety Tips

Reduce your risk of fire, electrical shock and property damage while using an extension cord:

- Check regularly for cut, broken or cracked insulation. If cords pose a hazard, get them repaired by qualified personnel, or discard and replace.

- Make sure the cord thickness is enough to carry the electricity that the tool or appliance uses. If a cord is too thin, it can overheat and damage equipment plugged in to it.

- Electrical cords can become tripping hazards. Don't run them through doorways, walls, windows, ceilings or floors.



For more tips visit PNM.com/safety

Contacts and programs

Phone

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

Business services:
1-888-245-3659

Call before you dig: 811

TDD – TTY: 1-800-640-9382

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

Tip: The best time to call is between 10 A.M. and 4 P.M. Monday is usually the busiest day of the week.

PNM.com

Solar PV Program: PNM.com/solar
Residential rebates & discounts:
PNM.com/rebates

Business rebates & discounts:
PNM.com/blzrebates

Energy tips & more: PNM.com/save

Home lighting discounts:
PNM.com/homelighting

PNM Power Saver:
PNM.com/PowerSaver
1-866-471-7906

Refrigerator Recycling:
PNM.com/fridge, 1-877-643-1956
M–F 9A.M.–6P.M., Sat. 8A.M.–4:30P.M.

[facebook.com/PNMelectric](https://www.facebook.com/PNMelectric)
[Twitter.com/PNMtalk](https://twitter.com/PNMtalk)

How to use 24/7 automated phone options

Pay your bill	2-1	Main menu > Pay now > Pay with a check or credit card
Account balance and payments	3- (Acct#)	Main menu > Billing and payments > Account balance
Request more time to pay your bill	3- (Acct#)-3	Main menu > Billing and payments > Payment arrangement
Report a power outage	1-1-(Zip)	Main Menu > Outage > Power out >

Getting your bill paperless via email

Automatically recurring each month	PNM.com/paperless
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Ways to pay your bill

One time click-to-pay from your bank account - Free	PNM.com/pay
Automatic Payment - Recurring, paper or paperless, from your bank account	PNM.com/autopay
Bank/Credit Union web sites - Free at many	
Wells Fargo drop off - Free drop box	PNM.com/wf
Western Union - Dozens of locations with more days and longer hours - \$1 fee	PNM.com/wu
Visa, MC, Discover credit or debit, or ACH (electronic check) - \$2.95 fee	PNM.com/pay Or 1-877-509-5938

Power outages:

- To report an outage, go to PNM.com/outage, or call 1-888-DIAL-PNM (888-342-5766) 24/7
- Sign up for outage alerts via text, email or phone call at PNM.com/outage.
- If we have your telephone number and know about your outage, the automated system will let you know.
- See known outages on our map: PNM.com/outage.
- Many outages are posted on [Facebook.com/PNMelectric](https://www.facebook.com/PNMelectric)
- Large outages are posted on [Twitter @PNMtalk](https://twitter.com/PNMtalk)



00148486

Remit Payment To:
3838 Bogan Ave. NE
Albuquerque, NM 87109

505-872-2200-PH
505-872-4200-FAX
www.thecaptivagroup.com



captiva
GROUP

Print • Packaging • Distribution

Invoice Number: 27191
Invoice Date: 01/29/16
Due Date: 02/28/16
Salesperson: Albert Padilla
Purchase Order:

Bill To: 2353
PNM Resources
414 Silver Ave SW
MS.0100
Albuquerque NM 87102

Thank you for your business!

Quantity Ordered	Quantity Shipped	Order Number or Job	Description	Unit Price	Measure	Amount
470,000	474,000	23299	February Engery Works Insert	19.2000	M	9,100.80

007-921000-924-SSCA0030-555-7034

Net Sales: 9,100.80
Tax: 654.12

Invoice Total: 9,754.92

Terms: Due in 30 days

007 Blomero
0700325287 7034
CT 555

All work is subject to terms and conditions as set forth under the printing trade customs which have been in general use in the printing industry for more than 60 years. The parties agree that all preparatory materials contained in Paragraph 6 of the Trade Customs, shall become the property of the customer. Captiva Group will store the preparatory materials for a period not exceeding one year from the date of its first use.

No claims allowed unless reported and accepted within (15) days. Signature by any agent or representative constitutes acceptance. Past due accounts will be charged an additional rate of 1.5% interest per mo. on unpaid balance.

Ticket #122484

Name **ROGER LARSEN** Date in **3/28/2016** Date needed **3/28/2016** anytime
 Home center **7034** Mail stop **0605** Phone **(505) 241-2527** Originals **1** Copies **1**
 Document title **Energy Works April2016 - 1ver**

Account **7-921000-924-SSCA0030-555-7034** Percent **100**

Prints as is	Bond yes	Laminate	Ink color color	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			0.49			
Color copies 11 x 17	1	11	0.69	7.59		
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.79			
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)			22			
Other 1						
Other 2						
Other 3						

Item	Hours	Rate	Total	Description
Design/production*	8.25	45	371.25	
Load	8.25	8.5	70.13	

*Tax rate **0.07188** Tax **26.68** Request total **\$475.65**

Stay Away From Fallen Power Lines

Fallen power lines are dangerous and could be deadly if you come in contact with one. If you come across a fallen power line, do not touch the line.

Do not go near anything that is touching it, such as a tree branch, fence or vehicle.

Instead call us immediately at 1-888-DIAL-PNM (342-5766).

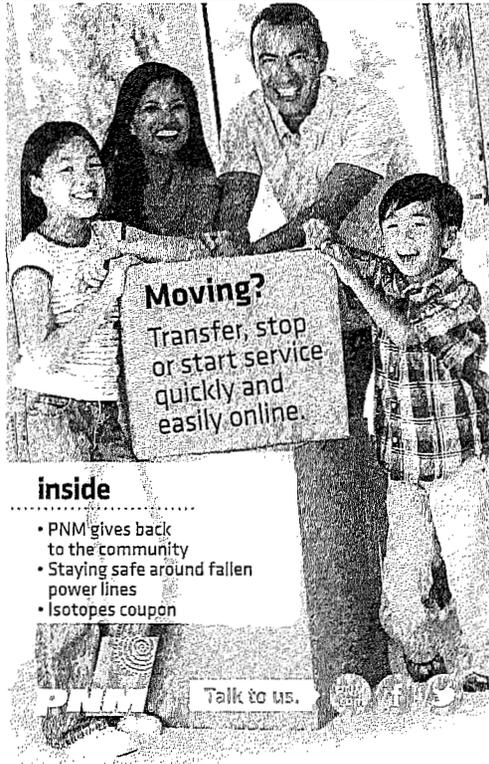
Call 911 if there is a threat to public safety. Always assume electricity is running through it, whether you see sparks or not.



Albuquerque Isotopes vs.

Round Rock Express	Mon., May 16	6:35 P.M.
Las Vegas 51s	Thurs., June 9	7:05 P.M.
Memphis Redbirds	Thurs., July 14	7:05 P.M.
Las Vegas 51s	Wed., August 10	6:35 P.M.

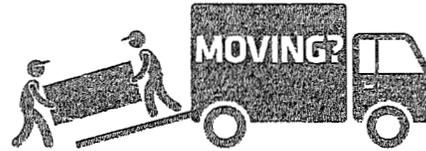
* Coupon is redeemable online at www.ticketmaster.com/pnm16 and by calling Ticketmaster at 1-800-745-3000 prior to game day. Use the password "PNM16" for online and phone purchases. Coupon is also redeemable at the Isotopes Park Box Office before and on game day. Tickets must be purchased in multiples of two. Offer is subject to availability and only valid for specified dates. No upgrades apply.



inside

- PNM gives back to the community
- Staying safe around fallen power lines
- Isotopes coupon

Talk to us.



No Need to Call - Start on Quick Links on the PNM.com home page.

TRANSFER SERVICE

If you are moving and starting service at a new home within the PNM service area, choose **Transfer Service**. You will be asked to select an available date you want to stop service at your current address and start service at your new address.

Move Out/STOP SERVICE

If you are moving out of your current home and not starting service at a new home within the PNM service area, choose **Stop Service**. You will be asked to select an available day you want to **Stop Service**.

Move In/START SERVICE

If you are a current or new PNM customer, you can easily **Start Service** online. You will be asked to select an available day you want to **Start Service**.

Stay Informed with Outage Alerts

We work hard day and night to keep your power on, but some things are not in our control.

In situations where severe weather or a car accident damages our equipment, power outages may occur.

Sometimes knowing when the lights will be back on can lessen the inconvenience of a power outage.

Sign up for outage alerts today. You will automatically receive updates - via text message, email or automated phone call - about most outages affecting your home or business. We will let you know how long the outage is likely to last and when power has been restored.

Power outages:

- To report an outage, go to PNM.com/outage, or call 1-888-DIAL-PNM (866-342-5766) 24/7
- Sign up for outage alerts via text, email or phone call at PNM.com/outage
- If we have your telephone number and know about your outage, the automated system will let you know
- See known outages on our map; PNM.com/outage
- Many outages are posted on [Facebook.com/PNMelectric](https://www.facebook.com/PNMelectric) and on Twitter @PNMtalk



PNM Helps Improve New Mexico Communities

PNM recently donated \$135,000 to fund nine MainStreet organizations' projects across the state. New Mexico MainStreet works to help create an economically viable business environment while preserving cultural and historic resources.

1 Alamogordo MainStreet will give three vacant downtown buildings facelifts in an effort to attract businesses to that area.



4 Corrales MainStreet will continue development of a Village Plaza by refurbishing the existing Community Center for use as an art center.



5 Deming MainStreet will install shade sails for sun protection at Leyendecker Park in the downtown area.

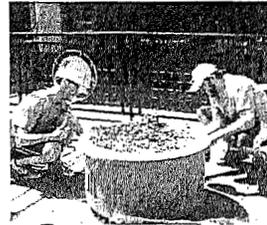
7 Nob Hill MainStreet in Albuquerque will install two banners hanging across Central Avenue to promote events and bring customers into the district.

2 Albuquerque Barelás MainStreet will partner with Coronado Elementary School to enhance the school's community garden, which occupies a prominent spot along the historic Camino Real.

6 Downtown Albuquerque MainStreet will install murals on the Santa Fe Freight building. The murals will represent downtown stories that can be accessed through a related website and mobile device app.

8 MainStreet de Las Vegas will conduct a series of facelifts on buildings in the city's Railroad Avenue historic district.

3 Belen MainStreet will continue the multi-phase restoration process of the old, downtown city hall building.



9 Silver City MainStreet will purchase digital projection and sound equipment, screen and acoustical treatment for the Silco Theater to operate as a movie theater again.

Contact and programs

Phone

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

Business services:
1-888-245-3659

Call before you dig: 811

TDD – TTY: 1-800-640-9382

Call center hours:

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

Tip: The best time to call is between 10 A.M. and 4 P.M. Monday is usually the busiest day of the week.

PNM.com

Solar PV Program: PNM.com/solar

Residential rebates & discounts:
PNM.com/rebates

Business rebates & discounts:
PNM.com/bizrebates

Energy tips & more: PNM.com/save

Home lighting discounts:
PNM.com/homeLighting

PNM Power Saver:
PNMPowerSaver.com
1-866-471-7906

Refrigerator Recycling:

PNM.com/fridge
1-877-838-1139

facebook.com/PNMelectric
Twitter.com/PNMtalk

How to use 24/7 automated phone options

Pay your bill	2-1	Main menu > Pay now > Pay with a check or credit card
Account balance and payments	3- (Acct#)	Main menu > Billing and payments > Account balance
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Report a power outage!	1-1-(Zip)	Main Menu > Outage > Power out >

Getting your bill paperless via email

Automatically recurring each month	PNM.com/paperless
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Ways to pay your bill

One time click-to-pay from your bank account- Free	PNM.com/pay
Automatic Payment - Recurring, paper or paperless, from your bank account	PNM.com/autopay
Bank/Credit Union web sites - Free at many	
Wells Fargo drop off - Free drop box	PNM.com/wf
Western Union - Dozens of locations with more days and longer hours - \$1 fee	PNM.com/wu
Visa, MC, Discover credit or debit, or ACH (electronic check) - \$2.95 fee	PNM.com/pay Or 1-877-509-5938

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- Sign up for outage alerts via text, email or phone call at PNM.com/outage.
- If we have your telephone number and know about your outage, the automated system will let you know
- See known outages on our map: PNM.com/outage
- Many outages are posted on Facebook.com/PNMelectric
- Large outages are posted on Twitter @PNMtalk



Remit Payment To:
3838 Bogan Ave. NE
Albuquerque, NM 87109

00601955

Invoice Number: 27645
Invoice Date: 03/30/16
Due Date: 04/29/16
Salesperson: Albert Padilla
Purchase Order:

505-872-2200-PH
505-872-4200-FAX
www.thecaptivagroup.com



Bill To: 2353
PNM Resources
414 Silver Ave SW
MS. 0100
Albuquerque NM 87102

Thank you for your business!

Quantity Ordered	Quantity Shipped	Order Number or Job	Description	Unit Price	Measure	Amount
470,000	476,000	23786	April Energy Works Insert	19.2000	M	9,139.20

Net Sales: 9,139.20
Tax: 656.88

Invoice Total: 9,796.08

Terms: Due in 30 days

APRIL EW Bill Inserts
3-ACK'S See Attached

6.25% ↑

CAPTIVA ENERGY WORKS

BU: 007 & 006

Requestor: BROMERO

SC Key	CT	HC	w/o tax	Tax	Amount	Full account number
0700325287	555	7034	571.20	41.06	612.26	7-921000-924-SSCA0030-SSCA0030-555-7034
0700325286	555	7034	571.20	41.06	612.26	7-921000-924-SSCA0020-SSCA0020-555-7034
0100150084	555	6370	7,996.80	574.77	8,571.57	1-182315-010-E1000000-E2000011-555-6370
			9139.2	656.88	9,796.08	

All work is subject to terms and conditions as set forth under the printing trade customs which have been in general use in the printing industry for more than 60 years. The parties agree that all preparatory materials contained in Paragraph 6 of the Trade Customs, shall become the property of the customer. Captiva Group will store the preparatory materials for a period not exceeding one year from the date of its first use.

No claims allowed unless reported and accepted within (15) days. Signature by any agent or representative constitutes acceptance. Past due accounts will be charged an additional rate of 1.5% interest per mo. on unpaid balance.

Ticket #122788

Name **BRITNY FUDGE** Date in **5/25/2016** Date needed **5/25/2016** anytime
 Home center **7034** Mail stop **0605** Phone **(505) 241-4442** Originals **1** Copies **1**
 Document title **Energy Works June 2016 - 1ver**

Account
 7-921000-924-SSCA0020-555-7034
 7-921000-924-SSCA0030-555-7034

Percent
31.25
 68.75 allowable

Prints as is	Bond yes	Laminate	Ink color color	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	_____	_____	0.49	_____		
Color copies 11 x 17	1	7	0.69	4.83		
Cardstock 8.5 x 11	_____	_____	0.59	_____		
Cardstock 11 x 17	_____	_____	0.79	_____		
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)	_____	_____	22	_____		
Other 1	_____	_____	_____	_____		
Other 2	_____	_____	_____	_____		
Other 3	_____	_____	_____	_____		

Item	Hours	Rate	Total	Description
Design/production*	10	45	450	
Load	10	8.5	85	

*Tax rate **0.07188** Tax **32.34** Request total **\$572.17**

Want to put your PNM bill payments on autopilot?
Sign up for Automatic Payment.



With Automatic Payment, PNM will withdraw your monthly payment from your checking or savings account on the day it is due every month.

- No checks to write or stamps needed.
- Get a paper bill in the mail or paperless one emailed to you.

You can stop or start Automatic Payment by logging into your account and modifying your account settings.



Combine it with Budget Billing to make it easier because you will know the exact amount you will pay every month.

For more information, call 888-DIAL-PNM or visit PNM.com/autopay

Buy 6 Baseball Tickets One Buy 1 Get 1 FREE!

Albuquerque Isotopes vs.
 Memphis Redbirds *Thurs., July 14 7:05 P.M.*
 Las Vegas 51s *Wed., August 10 6:35 P.M.*

* Coupon is redeemable online at www.ticketmaster.com/pnm16 and by calling Ticketmaster at 1-800-745-3000 prior to game day. Use the password "PNM16" for online and phone 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 and only valid for specified dates. No upgrades apply.

Save Money on your PNM Bill this Summer

Find out more at PNM.com/save

inside

- Power Up Grant Winners
- Automatic Payments
- Reduce Your Use Grant Cycle
- Isotopes Coupon

Talk to us.   

Your Guide to Cutting Energy Use Without Overheating this Summer

Before the summer heat is here, consider making a few changes to cut your energy usage:



Draw the blinds.
 Brightness in our home can be nice but when direct sunlight is pouring in a window, the house will heat up. The solution? Draw blinds when you're not in the room. Keeping the blinds open when you leave the room brings in extra heat.

Find more tips at PNM.com/save



Run ceiling fans in the correct direction.
 During the summer, make sure the blades are moving in a counterclockwise direction. Don't forget to turn off your fan when you aren't in the room.



Reduce your air conditioning usage.
 Save two to four percent on electricity for every degree higher the thermostat is set for refrigerated AC. Get your refrigerated AC unit tuned up annually to make sure it is operating as efficiently as possible. You can also get a refrigerated AC diagnostic as part of Package C in the Home Energy Checkup. If you are replacing an AC, we have rebates.

Visit PNM.com/coolrebate



Sign-up for a PNM Home Energy Checkup to have an Energy Ambassador come to your home and give you customized information on how you can save energy and money throughout your home.



Visit PNM.com/checkup or call (855) 775-6491 to schedule a PNM Home Energy Checkup

Stop the leaks.
 Make your home leak-free so cold air from your refrigerated AC doesn't seep out. Check around baseboards, windows, doors, light switches, and electrical sockets for air leaks and then seal them with foam or caulking.

You also get energy efficient items installed as well as a tailored energy report and action plan.

Congratulations to the 2016 PNM **Power Up** Grants AWARD WINNERS!

Power Up Grants aim to strengthen New Mexico by investing in our communities. We are proud to partner with you in building vibrant community spaces.

Alamogordo
Alamogordo Community Garden
Portable greenhouse and benches for community garden

Capped, Inc.
Labyrinth to Washington Park

International Space Hall of Fame Foundation
Install a shaded playground and picnic area

Albuquerque
Downtown Neighborhoods Association
Plant trees

First Choice Community Healthcare
Passive solar greenhouses and raised garden beds

Friends of the Orphan Signs
Student designed imagery on two road signs

Hubbell House Alliance
Picnic tables and benches

Indian Pueblo Cultural Center
Build a teaching garden

National Hispanic Cultural Center Foundation
Reflection meadow and pathway lighting

New Mexico Bio Park Society, Inc.
Update three exercise stations at Tingley Beach

Rail Yards Market of Albuquerque
Planter and seating areas and create recycling and composting program

St. Martin's Hospitality Center
Seating, enhanced façade and improved sidewalks

The Storehouse, Inc.
Vertical gardens and mural

University Heights Association
Mural in collaboration with the City of Albuquerque

Working Classroom, Inc.
Restore mural at Washington Middle School

Bernalillo
NM Foundation for Individuals w/Disabilities
Construct Growing Hope Greenhouse

Deming
City of Deming
Add a splashpad to the John T. Waits Park

Las Vegas
San Miguel County Government
Gazebo, planters and public seating areas

Lordsburg
Hidalgo County Youth Community Garden
Plants, greenhouse and hen house to community garden

Madrid
Madrid Cultural Projects Inc
Restore historic ballpark

Rancho
Friends of the Library of Rio Rancho
Create an outdoor classroom

Ruidoso
Little Bear Forest Reform Coalition
Two LED message signs

Village of Ruidoso
Pavilion in Wingfield Park

Santa Clara
The Village of Santa Clara
Children's play center

Reunity Resources
Hoop house at Santa Fe Community Farm

Santa Fe
Santa Fe Animal Shelter & Humane Society
Community walking trail

Santa Fe
Santa Fe Botanical Garden
Construct two sets of stairs

Santa Fe Watershed Association
Bicycle racks and benches

Silver City
Cuadalupe Montessori School
Gathering space



Fund A division of the PNM Resources Foundation

Reduce Your Use Grant Cycle is Open Until Aug. 8

PNM is dedicated to improving the quality of life in the communities we serve. The Reduce Your Use grant program helps nonprofit organizations put their energy-saving ideas into action by awarding up to \$5,000.

Since 2008, Reduce Your Use Grants have awarded \$1.8 million to 501(c)(3) nonprofit organizations around New Mexico to help them decrease energy use and dedicate more funds for mission based programs.

On July 7, nonprofit organizations can start applying for the 2016 Reduce Your Use Grants. If you have a favorite nonprofit, be sure to let them know about this great opportunity.

Deadline to apply

On July 20, tune into our webinar to learn more.

See pnm.com/reduceyouruse for more information.

PNM 24/7 phone alerts

Phone

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

Business services:
1-888-245-3659

Call before you dig: 811

TDD - TTY: 1-800-640-9382

Call center hours:

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

Tip: The best time to call is between 10 A.M. and 4 P.M. Monday is usually the busiest day of the week.

PNM.com

Solar PV Program: PNM.com/solar

Residential rebates & discounts:
PNM.com/rebates

Business rebates & discounts:
PNM.com/bizrebates

Energy tips & more: PNM.com/save

Home lighting discounts:

PNM.com/homelighting

PNM Power Saver:

PNMPowerSaver.com

1-866-471-7906

Refrigerator Recycling:

PNM.com/fridge

1-877-838-1139

facebook.com/PNMelectric

Twitter.com/PNMtalk

How to use 24/7 automated phone option:

Pay your bill	2-1	Main menu > Pay now > Pay with a check or credit card
Account balance and payments	3- (Acct#)	Main menu > Billing and payments > Account balance
Request more time to pay your bill	3- (Acct#)-3	Main menu > Billing and payments > Payment arrangement
Report a power outage	1-1-(Zip)	Main Menu > Outage > Power out >

Getting your bill paperless via email

Automatically recurring each month PNM.com/paperless

Ways to pay your bill

One time click-to-pay from your bank account - Free	PNM.com/pay
Automatic Payment - Recurring, paper or paperless, from your bank account	PNM.com/autopay
Bank/Credit Union web sites - Free at many	
Wells Fargo drop off - Free drop box	PNM.com/wf
Western Union - Dozens of locations with more days and longer hours - \$1 fee	PNM.com/wu
Visa, MC, Discover credit or debit, or ACH (electronic check) - \$2.95 fee	PNM.com/pay Or 1-877-509-5938

Power outages:

- To report an outage, go to PNM.com/outage, or call 1-888-DIAL-PNM (888-342-5766) 24/7
- Sign up for outage alerts via text, email or phone call at PNM.com/outage.
- If we have your telephone number and know about your outage, the automated system will let you know
- See known outages on our map: PNM.com/outage
- Many outages are posted on Facebook.com/PNMelectric
- Large outages are posted on Twitter @PNMtalk



Customer Communications

PNM Exhibit MJC-4

Is contained in the following 22 pages

CUSTOMER COMMUNICATIONS (PNM Exhibit MJC-4)

ITEM DESCRIPTION	BILLING DATE	COST	ALLOWABLE ALLOCATION PERCENTAGE	ALLOWABLE COST	INVOICE/SAMPLE
Social media art work, May-June	2015-07-01	\$149.56	60%	\$89.74	
Email newsletter July-September	2015-07-02	\$4,637.50	50%	\$2,318.75	
Stock photography subscription	2015-07-08	\$2,623.92	75%	\$1,967.94	
UNM sports radio	2015-07-28	\$12,433.33	75%	\$9,325.00	
Nonprofit organization energy efficiency brochure	2015-08-01	\$289.82	50%	\$144.91	Page 3-5 of 22
Low income financial training flyer template	2015-08-01	\$198.57	100%	\$198.57	
UNM sports radio	2015-08-01	\$12,433.33	67%	\$8,330.33	
Hot air balloon powerline safety card	2015-09-01	\$336.75	100%	\$336.75	
Moving tips newspaper ad	2015-09-01	\$56.73	100%	\$56.73	
UNM sports radio	2015-09-01	\$12,433.34	75%	\$9,325.01	
Telephone book listings - Alb., Santa Fe Western NM	2015-09-15	\$7,669.20	100%	\$7,669.20	
Low Income event materials	2015-10-01	\$1,171.91	100%	\$1,171.91	
Email newsletter October - December	2015-10-09	\$4,637.50	50%	\$2,318.75	
Obstructed equipment notice door hanger	2015-11-01	\$99.29	100%	\$99.29	Page 6-8 of 22
Low income event radio advertising media	2015-11-13	\$8,394.93	100%	\$8,394.93	Page 9-11 of 22
Low income event radio advertising development	2015-11-13	\$1,134.58	100%	\$1,134.58	
Low Income event flyer	2015-12-01	\$42.56	100%	\$42.56	
Telephone system message recording and editing	2015-12-06	\$340.00	100%	\$340.00	
Telephone book listings - Alamogordo, Ruidoso	2015-12-08	\$2,844.45	100%	\$2,844.45	Page 12-22 of 22
UNM sports radio	2015-12-30	\$675.00	67%	\$452.25	
Social media art work, November-December	2016-01-01	\$212.76	25%	\$53.19	
Low Income event flyer	2016-01-01	\$14.19	100%	\$14.19	
Solar facility dedication fact sheet production	2016-01-01	\$246.56	100%	\$246.56	
PNM PowerSource images-Feb	2016-02-01	\$42.56	80%	\$34.05	
Bill envelope art work April-June	2016-02-01	\$72.34	100%	\$72.34	

CUSTOMER COMMUNICATIONS (PNM Exhibit MJC-4)

ITEM DESCRIPTION	BILLING DATE	COST	ALLOWABLE ALLOCATION PERCENTAGE	ALLOWABLE COST	INVOICE/SAMPLE
Email newsletter January-March	2016-02-09	\$4,637.50	67%	\$3,107.13	
Integrated Resource Planning artwork	2016-03-01	\$56.73	100%	\$56.73	
Safety coloring book artwork	2016-03-01	\$99.29	100%	\$99.29	
Telephone book listings - Belen, Santa Fe	2016-03-08	\$2,764.13	100%	\$2,764.13	
UNM sports radio	2016-03-31	\$2,025.00	67%	\$1,356.75	
UNM sports radio	2016-03-31	\$1,005.00	67%	\$673.35	
Customer Service Guide revisions	2016-04-01	\$142.82	100%	\$142.82	
Underground powerline fact sheet	2016-05-01	\$291.16	100%	\$291.16	
Integrated Resource Planning fact sheet	2016-06-01	\$546.92	100%	\$546.92	
Online bill payment bill graphic	2016-06-01	\$70.92	100%	\$70.92	
Email newsletter June photo formatting	2016-06-01	\$70.92	60%	\$42.55	
Bill envelope art work July-September	2016-06-01	\$67.51	100%	\$67.51	
Telephone book listings - Las Vegas, Silver City	2016-06-13	\$4,304.48	100%	\$4,304.48	
Subtotal		\$ 91,258		\$ 70,506	
PNM Exhibit MJC-4 "CUSTOMER COMMUNICATIONS"		\$ 91,258		\$ 70,506	

Ticket #121113

Name **Laurie Roach** Date in **8/3/2015** Date needed **8/4/2015** anytime
 Home center **7100** Mail stop **0615** Phone **(505) 241-4445** Originals **1** Copies **150**
 Document title **PNM-NMGC Brochure - NONPROFIT-Reduce Your Use**

Account **7-921000-951-00000000-555-7100** Percent **100**

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

Special instructions
R:\MacShare\PEEP\PNM-NMGC Brochure-ReduceYourUse_8-3-15

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	2	151	0.49	147.98		
Color copies 11 x 17			0.69			
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.79			
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)			22			
Other 1						
Other 2						
Other 3						

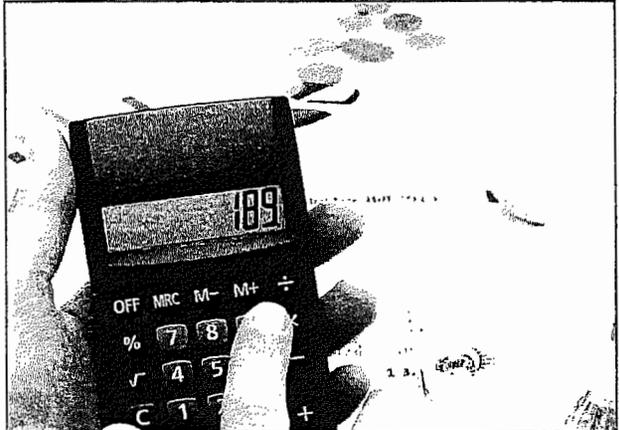
Item	Hours	Rate	Total	Description
Design/production*	2.5	45	112.5	
Load	2.5	8.5	21.25	

*Tax rate **0.07188** Tax **8.09** Request total **\$289.82**

Eight Energy Efficiency Programs

For Nonprofit Business Customers

-  Get rebates from PNM for installing energy efficient equipment
-  Lower your energy operating costs permanently
-  Qualify for turnkey services



Talk to us.



1 Retrofit Rebate Program

Cash rebates reduce the up-front cost of eligible energy efficiency improvements in existing buildings:

- Lighting and controls
- Heating ventilation and air conditioning (HVAC)
- Motors and controls
- Building envelope
- Grocery refrigeration
- Food service equipment
- Custom measures

2 PNM Quick Saver™ Program

Small business customers with peak demand under 150 kW can qualify for higher rebates and turnkey installation. On average, PNM Quick Saver Program rebates cover up to 70% of the installed cost for energy efficient lighting and refrigeration upgrades.

3 New Construction Rebate Program

Qualify for PNM rebates when implementing more efficient building designs that exceed baseline energy efficiency code requirements.

4 Building Tune-Up Program

Commercial building owners and operators can get support and rebates for optimizing their building's performance and improving system efficiency.

For all of the above programs:

www.PNMEnergyEfficiency.com
877-607-0741

Invest in the future of your nonprofit.

Contact a program approved Trade Ally who can help you get started today. Find a list of Trade Allies and read customer results and testimonials.

www.PNMEnergyEfficiency.com

5 Distributor Discount Program

Instant, point-of-sale rebates on qualifying high-efficiency HVAC and other equipment sold by distributors.

www.PNMEnergyEfficiency.com
877-607-0741

6 PNM Power Saver Program

Small and medium business customers earn money during selected hot weekday afternoons from June through September by allowing PNM to cycle the refrigerated air conditioning on and off. Collect \$25 per refrigerated air conditioning unit or \$9 per ton of refrigerated air conditioning for participating.

PNMpowersaver.com
866-471-7906

7 Refrigerator Recycling Program

Get \$50 when you recycle a working 10-27 cubic foot refrigerator or freezer. There is no limit on the number of units a business can recycle. Units manufactured before 1980 can be costing you more than \$20 per month in energy.

PNM.com/fridge
877-643-1956

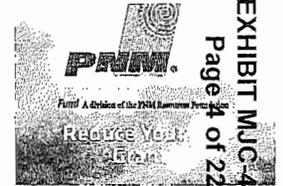
8 PNM Peak Saver Program

Large business customers can earn money by reducing the amount of electric demand they use during selected hot weekdays from June through September. Collect approximately \$40 per kW reduced.

PNM.com/peaksaver

The PNM Fund also helps nonprofit customers put their energy-saving ideas into action with grants up to \$5,000.

PNM.com/apply-for-grant



PNM EXHIBIT MJC-4
Page 4 of 22



SAVING RESOURCES, SAVING MONEY.

Earn incentives for natural gas equipment upgrades and improvements

Commercial prescriptive equipment rebates

Commercial custom incentives

Direct installation of low-flow fixtures

eeprograms.net/newmexicogas

COMMERCIAL PRESCRIPTIVE EQUIPMENT REBATES

It's easier than ever for business customers to offset the cost of high-efficiency natural gas equipment with cash rebates from NMGC. See next page for a complete list of available rebates.

The one-page rebate form and lists of qualified products are available at eeprograms.net/newmexicogas/comsolprescriptive.

COMMERCIAL CUSTOM PROJECT INCENTIVES

For equipment not covered under commercial prescriptive equipment rebates, including larger sized equipment and more comprehensive retrofit, renovation and new construction projects, NMGC offers cash incentives of \$0.90/therm and \$0.60/therm for natural gas savings.

Please contact NMGC staff before removing existing equipment or beginning new construction activities, as pre-installation inspections are often required to qualify for incentives. The project application form is available at eeprograms.net/newmexicogas/comsolcustom.

LOW-FLOW ENERGY-SAVING FIXTURES

Paired with custom or prescriptive improvements, low-flow fixtures can save you hundreds of dollars per year in natural gas and water costs. As an added benefit for participating commercial customers, NMGC offers no-cost low-flow faucet aerators, pre-rinse spray valves and low-flow shower heads. In some cases, no-cost direct installation is also offered.

ENERGY EFFICIENCY FOR SCHOOLS

The Efficient Buildings program helps schools identify energy efficiency opportunities in existing facilities and provides monetary incentives for natural gas savings. To learn more about the program, contact us at (505) 225-2995.

Equipment	Rebate
Water Heating	
SM Storage Water Heater (EF ≥ 0.67) 40–75 MBH	\$450
SM Storage Water Heater (EF ≥ 0.70) 40–75 MBH	\$500
LG Storage Water Heater (Et ≥ 90%) 75–300 MBH	\$500
LG Storage Water Heater (Et ≥ 95%) 75–300 MBH	\$550
SM Tankless Water Heater (EF ≥ 0.82) 50-200 MBH	\$350
SM Tankless Water Heater (EF ≥ 0.90) 50-200 MBH	\$400
LG Tankless Water Heater (Et ≥ 90%) 200-300 MBH	\$300
Space Heating	
Furnace (AFUE ≥ 90%) < 225 MBH	\$400
Furnace (AFUE ≥ 94%) < 225 MBH	\$500
Hot Water Boiler (AFUE ≥ 85%) < 300 MBH	\$125
Condensing Boiler (AFUE ≥ 92%) < 300 MBH	\$600
Commercial Kitchen	
Gas Combination Oven	\$900
ENERGY STAR® Steam Cooker 3 pan	\$200
ENERGY STAR Steam Cooker 4, 5 and 6 pan	\$300
ENERGY STAR Gas Convection Oven Full Size	\$1,000
ENERGY STAR Gas Fryer	\$700
ENERGY STAR Low Temp Dishwasher	\$50–\$350
ENERGY STAR High Temp Dishwasher	\$150–\$350

For additional program and participation guidelines and lists of qualifying products, visit eeprograms.net/newmexicogas.

For information on other NMGC programs, visit nmgco.com.

Ticket #121739

Name **MELISSA WALTERS LEYMON** Date in **11/6/2015** Date needed **11/6/2015** anytime
 Home center **6310** Mail stop **0000** Phone **(505) 241-4513** Originals **1** Copies **1**
 Document title **PNM 6140 Door hanger - more revisions**

Account Percent
6-921000-188-00000000-555-6310 **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
convert size + convert to B/W. Not printed at this time.

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			0.49			
Color copies 11 x 17			0.69			
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.79			
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)			22			
Other 1						
Other 2						
Other 3						

Item	Hours	Rate	Total	Description
Design/production*	1.75	45	78.75	
Load	1.75	8.5	14.88	

*Tax rate **0.07188** Tax **5.66** Request total **\$99.29**

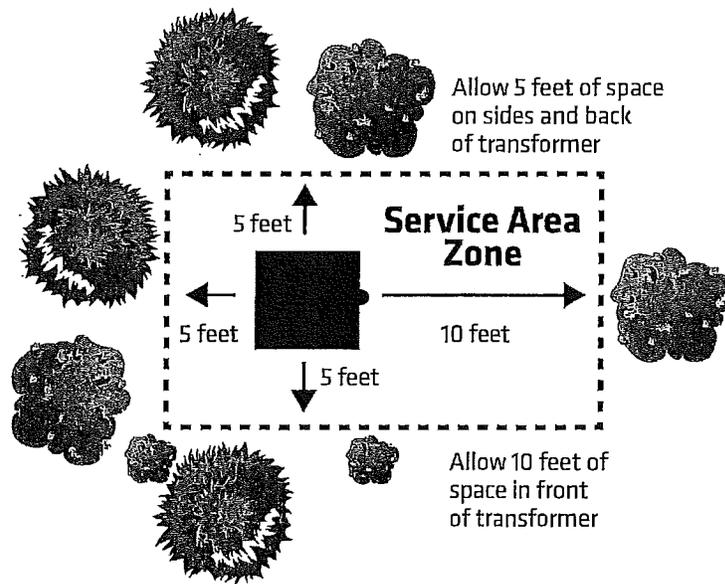
Obstructed Equipment Notice

Keeping PNM Equipment Accessible Helps Ensure Reliable Power

On _____,
PNM conducted an inspection and determined that a transformer
on your property is obstructed by vegetation or another structure
that must be removed.

Our technicians must be able to safely access equipment at all times
in order to perform maintenance and to repair the system in the
event of an outage. Because transformers may serve several homes,
underground lines may go out from them in many directions. That is
why it is critical that the area around the transformer remain clear.

It is the property owner's responsibility to maintain clearance
requirements. If PNM equipment is obstructed, a technician may
have to prune or cut back trees/shrubs to gain access. All debris will
be left for the property owner to remove.



Talk to us.



Obstructed Equipment Notice

Required Clearances

For your safety and electric reliability, refer to the image on the other side for information on the obstruction we found as well as necessary clearances around the transformer.

DATE _____

TECH NAME _____

COMMENTS _____

Para nuestros clientes que hablan español: La compañía PNM cuenta con un excelente y confiable servicio de energía eléctrica.

Para servirle mejor nuestros técnicos deben lograr acceder al equipo de manera segura en cualquier momento, a fin de poder realizar el mantenimiento y reparación del sistema en caso de una eventualidad.

Recuerde que los transformadores surten diversos hogares y las líneas subterráneas pueden enlazarse hacia distintas direcciones.

Por ello, es crítico que el área próxima alrededor del transformador permanezca despejada. Si tiene preguntas o desea más información, por favor llame al número 888-DIAL-PNM (888-342-5766).



Talk to us.



Invoice # INV-13326
 Invoice Date 11/13/2015
 Due Date 12/13/2015
 Terms Net 30



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

PNM
 Attn: Roger Larsen
 Main Offices
 414 Silver Avenue, SW
 Albuquerque, NM 87102

Division Name PNM Utility
 Project -PNM-5188 - MEDIA: Low Income Event Radio

Media

Broadcast Orders

Date	Days	Time	Length	# Spots	Total Cost
AGM-Nevada LLC					
KAGM-FM					
10/26/2015 - 11/1/2015	MTuWThF	6:00 AM - 7:00 PM	30	25	750.00
10/26/2015 - 11/1/2015	MTuWThF	5:00 AM - 12:00 AM	30	25	125.00
<i>Total:</i>					\$875.00
KLVO-FM					
10/26/2015 - 11/1/2015	MTuWThF	6:00 AM - 7:00 PM	30	19	855.00
10/26/2015 - 11/1/2015	MTuWThF	5:00 AM - 12:00 AM	30	19	95.00
<i>Total:</i>					\$950.00
Clear Channel Communications					
KSYU-FM					
10/26/2015 - 11/1/2015	MTuWThF	6:00 AM - 7:00 PM	30	20	180.00
<i>Total:</i>					\$180.00
Cumulus Broadcasting, CCL - Albuquerque					
KDRF-FM					
10/26/2015 - 11/1/2015	MTuWThF	6:00 AM - 7:00 PM	30	26	910.00
<i>Total:</i>					\$910.00
KKOB-AM					
10/26/2015 - 11/1/2015	MTuWThF	6:00 AM - 7:00 PM	30	11	858.00
<i>Total:</i>					\$858.00
iHeartMedia + Entertainment Inc					
KABQ-AM					
10/26/2015 - 11/1/2015	MTuWThF	6:00 AM - 7:00 PM	30	20	180.00
<i>Total:</i>					\$180.00
KABQ-FM					
10/26/2015 - 11/1/2015	MTuWThF	6:00 AM - 7:00 PM	30	20	180.00
<i>Total:</i>					\$180.00
KBQI-F2					
10/26/2015 - 11/1/2015	MTuWThF	6:00 AM - 7:00 PM	30	20	180.00
<i>Total:</i>					\$180.00

KTEG-FM

10/26/2015 - 11/1/2015	MTuWThF	10:00 AM - 3:00 PM	30	12	312.00
10/26/2015 - 11/1/2015	MTuWThF	3:00 PM - 7:00 PM	30	12	384.00
10/26/2015 - 11/1/2015	Sa	8:00 AM - 10:00 AM	30	2	38.00
Total:					\$734.00

KZRR-F2

10/26/2015 - 11/1/2015	MTuWThF	6:00 AM - 7:00 PM	30	15	75.00
Total:					\$75.00

Univision Radio

KJFA-FM

10/26/2015 - 11/1/2015	MTuWThF	6:00 AM - 10:00 AM	30	9	315.00
10/26/2015 - 11/1/2015	MTuWThF	10:00 AM - 3:00 PM	30	9	234.00
10/26/2015 - 11/1/2015	MTuWThF	3:00 PM - 7:00 PM	30	9	261.00
Total:					\$810.00

KKRG-FM

10/26/2015 - 11/1/2015	MTuWThF	6:00 AM - 10:00 AM	30	13	156.00
10/26/2015 - 11/1/2015	MTuWThF	10:00 AM - 3:00 PM	30	13	156.00
10/26/2015 - 11/1/2015	MTuWThF	3:00 PM - 7:00 PM	30	14	168.00
Total:					\$480.00

KKSS-FM

10/26/2015 - 11/1/2015	MTuWThF	6:00 AM - 10:00 AM	30	10	460.00
10/26/2015 - 11/1/2015	MTuWThF	10:00 AM - 3:00 PM	30	10	440.00
10/26/2015 - 11/1/2015	MTuWThF	3:00 PM - 7:00 PM	30	10	460.00
10/26/2015 - 11/1/2015	Sa	8:00 AM - 10:00 AM	30	2	60.00
Total:					\$1,420.00

Broadcast Order Subtotal: \$7,832.00

	<u>\$7,832.00</u> *
Invoice Subtotal	<u>\$7,832.00</u>
NM GRT	<u>\$562.93</u>
Invoice Total	<u>\$8,394.93</u>
Amount Due	<u>\$8,394.93</u>

Questions? Please contact Joni Thompson, 505.293.2333.

3 Advertising - Albuquerque Assistance Fair Radio media		\$ 8,394.93
	NMGRT Total	Account Number
\$ 7,832.00	\$ 562.93 \$ 8,394.93	006 908000 186 NRTC0001 370 6310
Submitted 11-19-15		
Approved _____	Voucher _____	Celestina Blair

Albuquerque Assistance Fair
Radio :30
Air dates October 26-31, 2015

English

It's a treat for families this Saturday – Halloween morning – the Albuquerque Assistance Fair.

More than forty agencies offering help with housing, food, legal aid, financial literacy and much more.

Free flu shots for the first 200 people.

The Albuquerque Assistance Fair – the biggest family help day of the year at St. Pius High School Saturday from 9 to 11:30 am on Coors on the west side.

Brought to you by PNM and the city of Albuquerque Department of Family & Community Services.

Spanish

ESPECIALMENTE "DULCE" ES EL DÍA DE HALLOWEEN PARA LAS FAMILIAS EN LA FERIA DE ASISTENCIA DE ALBUQUERQUE.

MÁS DE CUARENTA AGENCIAS OFRECIENDO AYUDA DE VIVIENDA, COMIDA, ASUNTOS LEGALES, Y MUCHO MÁS.

VACUNA DE LA INFLUENZA ES GRATIS PARA LAS PRIMERAS DOSCIENTAS PERSONAS.

ALBUQUERQUE ASSISTANCE FAIR – EN ST. PIUS HIGH SCHOOL, SÁBADO DE NUEVE A ONCE Y MEDIA EN EL LADO OESTE DE COORS.

TRAÍDO A USTED POR PNM Y EL DEPARTAMENTO DE FAMILIA Y SERVICIOS COMUNITARIOS DE LA CIUDAD DE ALBUQUERQUE.

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048267(NAN) NM Eastern Nm Regional	Initial Billing	04-16	835.00	41.75	876.75
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National yellow pages direct - PNM telephone directories			\$	2,844.45	
HNGHT Total		Account Number			
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Approved		Voucher		Celestina Blair	
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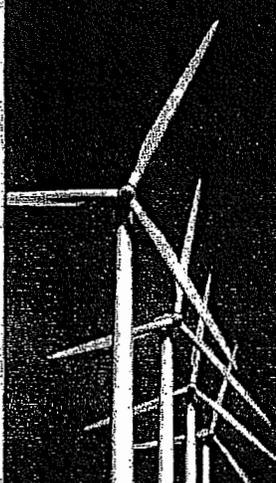
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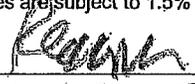
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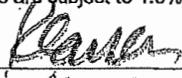
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PNM Exhibit MJC-5

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PNM EXHIBIT MJC- 5

Page 1 of 11

ITEM DESCRIPTION	BILLING DATE	COST	ALLOWABLE ALLOCATION PERCENTAGE	ALLOWABLE COST	INVOICE/SAMPLE
Business Wire release - NMPRC Grants PNM Extension	2015-06-24	\$695.00	100%	\$695.00	
Business Wire release - Management meeting with analysts	2015-06-26	\$801.25	100%	\$801.25	Page 2-3 of 11
Investis - conference call hosting	2015-06-30	\$688.65	100%	\$688.65	
Business Wire release - PNM files final San Juan agreements	2015-07-01	\$801.25	100%	\$801.25	
Business Wire release - Quarterly stock dividend	2015-07-14	\$482.50	100%	\$482.50	
Computershare - Shareholder transfer agent	2015-07-16	\$10,390.82	100%	\$10,390.82	
Business Wire release - Second quarter earning announcement	2015-07-17	\$482.50	100%	\$482.50	
Business Wire release - Second quarter results	2015-07-31	\$2,713.75	100%	\$2,713.75	
Computershare - Shareholder transfer agent	2015-08-10	\$3,974.49	100%	\$3,974.49	
Business Wire release - San Juan settlement with key parties	2015-08-13	\$1,438.75	100%	\$1,438.75	
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Computershare - Shareholder transfer agent	2015-09-04	\$6,046.68	100%	\$6,046.68	Page 4 of 11
Business Wire release - PNM declares preferred dividend	2015-09-11	\$482.50	100%	\$482.50	
Business Wire release - PNM declares common stock dividend	2015-09-15	\$482.50	100%	\$482.50	
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PNM Resources Management to Meet with Analysts and Investors

Released : 06/26/2015

2015 ongoing earnings guidance range to be affirmed during meetings

ALBUQUERQUE, N.M.—(BUSINESS WIRE)—

PNM Resources (NYSE: PNM) management will meet with analysts and investors on June 26, 2015 in Atlanta.

Management is expected to affirm the company's 2015 consolidated ongoing earnings guidance range of \$1.50 to \$1.62 per diluted share during the meetings. Presentation materials are available on the company's website at <http://www.pnmresources.com/investors/events.cfm>.

Background:

PNM Resources (NYSE: PNM) is an energy holding company based in Albuquerque, N.M., with 2014 consolidated operating revenues of \$1.4 billion. Through its regulated utilities, PNM and TNMP, PNM Resources has approximately 2,707 megawatts of generation capacity and provides electricity to more than 753,000 homes and businesses in New Mexico and Texas. For more information, visit the company's website at www.PNMResources.com.

Safe Harbor Statement under the Private Securities Litigation Reform Act of 1995

Statements made in this news release that relate to future events or PNM Resources' ("PNMR"), Public Service Company of New Mexico's ("PNM"), or Texas-New Mexico Power Company's ("TNMP") (collectively, the "Company") expectations, projections, estimates, intentions, goals, targets, and strategies are made pursuant to the Private Securities Litigation Reform Act of 1995. Readers are cautioned that all forward-looking statements are based upon current expectations and estimates. PNMR, PNM, and TNMP assume no obligation to update this information. Because actual results may differ materially from those expressed or implied by these forward-looking statements, PNMR, PNM, and TNMP caution readers not to place undue reliance on these statements. PNMR's, PNM's, and TNMP's business, financial condition, cash flow, and operating results are influenced by many factors, which are often beyond their control, that can cause actual results to differ from those expressed or implied by the forward-looking statements. For a discussion of risk factors and other important factors affecting forward-looking statements, please see the Company's Form 10-K and Form 10-Q filings with the Securities and Exchange Commission, which factors are specifically incorporated by reference herein.

Non-GAAP Financial Measures

The Company uses ongoing earnings, ongoing earnings per diluted share (or ongoing diluted earnings per share), earnings before interest, taxes, depreciation and amortization (EBITDA) and funds from operations (FFO) to debt to evaluate the operations of the Company and to establish goals for management and employees. While the Company believes these financial measures are appropriate and useful for investors, they are not measures presented in accordance with generally accepted accounting principles in the U.S. (GAAP). The Company does not intend for these measures, or any piece of these measures, to represent any financial measure as defined by GAAP. Furthermore, the Company's calculations of these measures as presented may or may not be comparable to similarly titled measures used by other companies. The Company uses ongoing earnings, EBITDA and FFO to debt guidance to provide investors with management's expectations of ongoing financial performance over the period presented. While the Company believes ongoing earnings, EBITDA and FFO to debt guidance are appropriate measures, these are not measures presented in accordance with GAAP. The Company does not intend for ongoing earnings, EBITDA and FFO to debt guidance to represent expectations of net earnings or operating cash flow as defined by GAAP. Management is generally not able to estimate the impact of the reconciling items between ongoing earnings, EBITDA and FFO to debt guidance and forecasted GAAP earnings or operating cash flows, nor their probable impact on GAAP earnings or operating cash flow; therefore, management is generally not able to provide a corresponding GAAP equivalent for ongoing earnings, EBITDA and FFO to debt guidance.

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Reference Number

Account Number	PNM01	Invoice Date	04 September 2015
Invoice Number	US_CSS1904176	Due Date	04 October 2015

Services and expenses for the period of August 2015

Maintenance	Holders	Annual Rate	Amount
Stock Transfer Administration Fee			\$2,275.00
Active Accounts	10,706		
Inactive Accounts	8,000		
Inactive Accounts	1,997	\$1.00	\$166.42
Expenses	Quantity	Rate	Amount
Telephone Expenses			\$364.32
Courier			\$14.15
Courier			\$(2.29)
eDelivery Services	316	\$0.25	\$79.00
Plan/Trading Fees and Commissions			\$1,294.24
Miscellaneous Expenses			\$555.13
Shareholder Authentication	13	\$0.50	\$6.50
Fulfillment Package	18	\$2.50	\$45.00
General Communications Mailings - Production			\$122.18
General Communications Mailings - Domestic Postage			\$301.03
Dividend, Statement, Tax and Due Diligence Mailings - Production			\$1,097.96
Dividend, Statement, Tax and Due Diligence Mailings - Domestic Postage			\$2,537.71
Dividend, Statement, Tax and Due Diligence Mailings - Foreign Postage			\$13.20
Dividend / Payment Mailings	2,953		
Statement Mailings	2,237		



16th Floor,
142 West 36th St.
New York NY 10018 USA

T. +1 646 678 5982
F.
E. FINANCE@INVESTIS.COM

WWW.INVESTIS.COM

INVOICE to:-

Cathy Martinez
PNM Resources Inc
Alvarado Square
Albuquerque,
United States of America
87158-0001

Cust.Sales Tax No.

Date of Issue / Tax Point	Invoice No.	Ref	A/C No.	Investis Contact	Currency	Page
15/11/2015	SIN000718		PNMS01	Erik Fish	USD	1

Description	Total
Annual Fee for platform and hosting of corporate website	14,000.00
From 01/12/2015 to 30/11/2016	
For five (5) webcasts annually	3,125.00
From 01/12/2015 to 30/11/2016	

USD payments should be made to:

City National Bank -
400 Park Ave, New York - 10022
A/c name: Investis Inc, A/c No: 665317293
BIC No. CINAUS6LXXX
ABA# 026013958

Total 17,125.00

Terms are strictly 14 days from the Date of Invoice

Sales Tax Reg No:
42-1774810

INVESTIS Inc
REGISTERED OFFICE 16th Floor, 142 West 36th St New
York NY 10018 USA

Ticket #122482

Name **GALEN SHIPLEY** Date in **3/28/2016** Date needed **3/28/2016** anytime
 Home center **7008** Mail stop **0605** Phone **(505) 241-0000** Originals **1** Copies **1**
 Document title **2015 Letter to Shareholders**

Account **7-921000-941-SSFI017A-555-7008** 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
create. send pdf

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			0.49			
Color copies 11 x 17			0.69			
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.79			
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)			22			
Other 1						
Other 2						
Other 3						

Item	Hours	Rate	Total	Description
Design/production*	8.5	45	382.5	
Load	8.5	8.5	72.25	

*Tax rate **0.07188** Tax **27.49** Request total **\$482.24**



2015 LETTER TO SHAREHOLDERS FROM THE CHAIRMAN, PRESIDENT AND CEO



Pat Vincent-Collawn

Dear Valued Shareholder,

Thanks to the investments of shareholders like you, PNM Resources has grown into a strong and diverse energy company, reliably delivering electricity to more than 760,000 homes and businesses in New Mexico and Texas. Our service territories for PNM and TNMP include metropolitan areas, rural and remote locations and virtually every size community in between. We are extremely proud of our record of service, volunteerism and giving in these communities, and we celebrate the wonderful people, unique cultures and natural beauty of both states.

In that spirit, I am pleased to say that PNM Resources will hold the 2016 shareholder meeting in Lewisville, Texas, where TNMP is headquartered. This is an opportunity to acknowledge TNMP's solid performance and significant contributions to the company's overall financial strength, and will also provide shareholders who live in Texas a more convenient opportunity to attend the annual meeting.

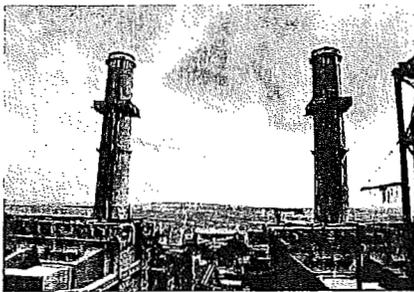
Both PNM and TNMP have long and proud histories. Next year, PNM will celebrate its 100th anniversary. The company that would eventually be named TNMP was founded in 1935, 81 years ago. From the early beginnings to the two modern utilities of today, we continue to build upon a wealth of knowledge and experience to focus on our primary mission- serving our customers. We do that by keeping the lights on, working to keep customer bills low, and by protecting the environment. Putting our customers first helps earn their trust and create value for them and for our shareholders.

A YEAR OF PROGRESS

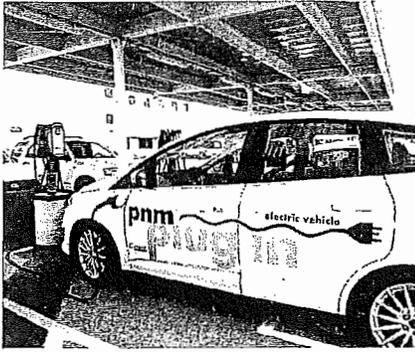
In 2015, the company successfully overcame a number of challenges to achieve significant progress, building on the positive momentum we have established in recent years.

At PNM, the most important accomplishment was obtaining final approval for the San Juan Generating Station plan, which we received two years after we filed with the New Mexico Public Regulation Commission (NMPRC). It is the most cost-effective path forward and the best option for our customers, who are already seeing lower bills as a result of the new coal supply agreement. It will also benefit the entire state by supporting economic stability and providing meaningful environmental improvements.

PNM Resources also continued to build on its positive financial momentum. The company received an upgrade to credit ratings from Standard and Poor's, which is critical to accessing capital at favorable rates and helps to keep customer costs down. We continued to deliver above industry average dividend growth. In December 2015, the company's Board of Directors unanimously voted to increase the company's annual dividend payment by \$0.08, a 10 percent increase, to an indicated annual rate of \$0.88 per share of common stock. This is consistent with the company's target to pay out 50 to 60 percent of annual ongoing earnings.



PNM will dramatically reduce the use of coal by retiring 2 units at San Juan Generating Station and replace the power with solar, cleaner burning natural gas and existing, emissions-free nuclear.



PNM is adding electric vehicles to its corporate fleet.

¹On a GAAP (generally accepted accounting principles) basis, the Company reported 2015 earnings of \$.20 per diluted share, compared with \$1.45 per diluted share in 2014. The adjustments to 2015 GAAP earnings per diluted share to 2015 ongoing earnings per diluted share were: mark-to-market impact of economic hedges, \$0.04; net change in unrealized impairments of certain securities, \$0.03; regulatory disallowances and restructuring costs, \$1.26; federal and state tax credit, NOL, and charitable contribution impairments, \$0.12; and settlement of regulatory proceeding, \$(0.01). The adjustments to 2014 GAAP earnings per diluted share to 2014 ongoing earnings per diluted share were: mark-to-market impact of economic hedges, \$(0.05); net change in unrealized impairments of certain securities, \$0.01; process improvement initiatives, \$0.01; San Juan Coal Company audit arbitration, \$0.01; regulatory disallowance, \$0.01; and state tax credit and net operating loss carryforward impairment, \$0.05.

Safe Harbor Statement under the Private Securities Litigation Reform Act of 1995

Any statements made herein about future operating results or other future events are forward-looking statements made pursuant to the Private Securities Litigation Reform Act of 1995. Actual results may differ materially from those expressed or implied by these forward-looking statements. Additional information regarding forward-looking statements and factors that could cause actual results or events to differ is included on page 4 of the 2015 Letter to Shareholders.

For the year, ongoing earnings totaled \$1.64 per diluted share, compared with \$1.49 per diluted share in 2014¹

FOCUS ON CUSTOMERS

Across the company we are committed to putting our customers first in everything we do, and I'm proud to say that our efforts are showing results. In the January and February, 2016 survey period for the J.D. Power Customer Satisfaction Index, PNM achieved its highest score ever.

Our customers tell us that they value reliability above all else, and we take that responsibility very seriously. In 2015, PNM was recognized with a ReliabilityOne Award for outstanding Mid-sized Utility. TNMP also continued to deliver excellent reliability despite extreme weather throughout the year in Texas.

Once again, TNMP received Energy Star's Market Leader Award for its innovative energy efficiency programs. This is the eleventh consecutive year that TNMP has earned that honor, and we are very proud of this accomplishment.

Putting our customers first is the right thing to do, whether we're talking about homes or businesses, or transmission end users. It builds trust, it makes the company stronger, and it supports other important efforts including helping the communities we serve in meaningful ways and building sustainable value for you, our shareholders.

PROTECTING THE ENVIRONMENT

PNM Resources and its utility subsidiaries are dedicated to being responsible stewards of the environment and are consistently improving sustainability efforts, while at the same time fulfilling the core responsibility of delivering reliable and affordable energy to customers.

In 2015, PNM significantly expanded its use of renewable resources, adding four new solar facilities and increasing the use of wind energy by more than 50 percent. PNM is also the first New Mexico energy provider to use electricity from geothermal generation. The company now delivers enough energy from renewable resources to power 150,000 average homes. PNM's use of renewable energy provides the added benefit of reducing freshwater usage at our power plants by about 382 million gallons annually. The company's robust energy conservation and efficiency programs helped customers reduce energy use by 79 gigawatt hours in 2015, and cut freshwater use at power plants by almost half a billion gallons since 2007. PNM currently meets New Mexico's requirement of 15 percent of power from renewable resources and is on track to meet the 2020 requirement of 20 percent.

PNM's plan to retire two units at San Juan Generating Station will reduce greenhouse gas emissions at the plant by about 50 percent. In addition, it will put the state in good position to comply with the federal Clean Power Plan, if it is ultimately upheld.

A BRIGHT FUTURE

Looking to the future, we are excited about the opportunities ahead and confident that by continuing to execute our plan, we will build upon the significant progress we have made. We remain focused on our core business of delivering reliable, affordable and environmentally responsible energy throughout our service territories. The company will continue to invest in critical capital projects to meet evolving customer demand and take advantage of developing technology, such as renewable energy, advanced meters, and transmission and distribution infrastructure.



Operation of TNMP's new outage management system is based in Alvin, Texas.

We are also well prepared to meet the challenges we are facing in a rapidly evolving business and regulatory environment. The company is working to strengthen relationships with stakeholders and finding new ways to collaborate to find constructive solutions to mutual needs and concerns. These relationships are critical in helping to create positive regulatory outcomes for our filings, including the pending PNM rate case and upcoming TNMP Transmission Cost of Service cases. At the same time, we will continue to responsibly manage operations and control costs, while consistently improving customer service and supporting our communities.

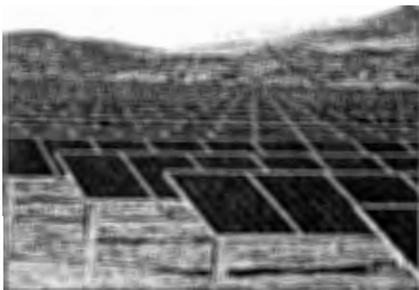
Collectively, our strategy supports the goals of earning our authorized return on our regulated businesses and continuing to deliver above industry average earnings and dividend growth. It helps ensure that we are always operating in a manner that best serves our customers and rewards our shareholders.

Our success is the result of the hard work of dedicated and skilled PNM Resources employees. They truly make this a great company, and one which I am genuinely proud to lead. Thank you for your trust and for your investment in PNM Resources.

Sincerely,

A handwritten signature in cursive script, reading "Pat Vincent-Collawn".

Pat Vincent-Collawn
Chairman, President, and CEO

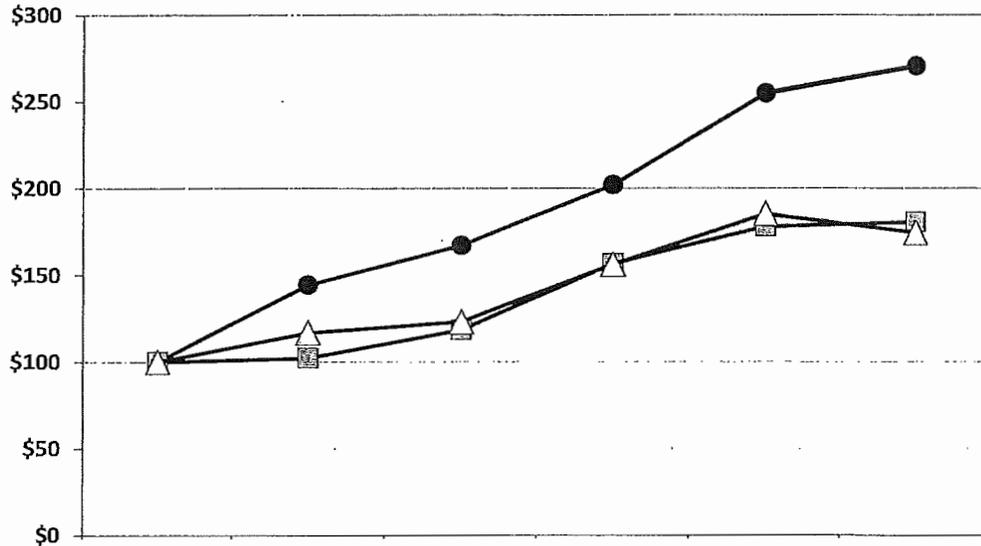


The Santa Fe Solar Energy Center is one of four PNM solar facilities that came online in 2015.

PNM RESOURCES, INC. AND SUBSIDIARIES

PNM Resources is an investor-owned holding company of two electric utilities, PNM and TNMP. PNM is a regulated utility in New Mexico with operations primarily engaged in the generation, transmission and distribution of electricity. TNMP is a regulated utility operating in Texas, providing transmission and distribution services.

COMPARISON OF 5 YEAR CUMULATIVE TOTAL RETURN



	2010	2011	2012	2013	2014	2015
● PNM Resources	\$100.00	\$144.31	\$167.06	\$201.98	\$254.85	\$270.55
■ S&P 500 Index	\$100.00	\$102.12	\$118.38	\$156.64	\$177.99	\$180.50
△ S&P 400 MidCap Utilities Index	\$100.00	\$116.70	\$123.02	\$156.11	\$185.33	\$174.40

Data Source: Bloomberg.

Historical performance does not necessarily predict future results. PNM Resources' common stock is traded on the NYSE.

STOCK PERFORMANCE

The graph above assumes that \$100 was invested on Dec. 31, 2010, in PNM Resources common stock, the S&P 500 Stock Index and the S&P Midcap 400 Utilities Index, and that all dividends were reinvested.

Safe Harbor Statement under the Private Securities Litigation Reform Act of 1995

Statements made in the letter to shareholders that relate to future events or PNM Resources, Inc.'s ("PNMR"), Public Service Company of New Mexico's ("PNM"), or Texas-New Mexico Power Company's ("TNMP") (collectively, the "Company") expectations, projections, estimates, intentions, goals, targets, and strategies are made pursuant to the Private Securities Litigation Reform Act of 1995. Readers are cautioned that all forward-looking statements are based upon current expectations and estimates. PNMR, PNM, and TNMP assume no obligation to update this information. Because actual results may differ materially from those expressed or implied by these forward-looking statements, PNMR, PNM, and TNMP caution readers not to place undue reliance on these statements. PNMR's, PNM's, and TNMP's business, financial condition, cash flow, and operating results are influenced by many factors, which are often beyond their control that can cause actual results to differ from those expressed or implied by the forward-looking statements. For a discussion of risk factors and other important factors affecting forward-looking statements, please see the Company's Form 10-K and Form 10-Q filings with the Securities and Exchange Commission, which factors are specifically incorporated by reference herein.



Bill To :

Attn: Cathy Martinez
 PNM RESOURCES, INC.
 414 SILVER AVENUE SW
 ALBUQUERQUE NM 87102

REMITTANCE INSTRUCTIONS	
WIRE TRANSFERS IN US\$	
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 US\$	
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	
88366	
Invoice Date	
19-APR-16	
Job Mail Date	Job #
08-APR-16	Multiple
Purchase Order Number	
GUSIP #	
MC5810	
Terms	Due Date
N30	19-MAY-16

THE APRIL 2016 MAILING FOR
 PNM RESOURCES, INC.

Description	Charges
PROCESSING FEE	\$ 3,577.35
SERVICE FEE	\$ 6,287.70
NOTICE AND ACCESS PROCESSING FEE	\$ 2,450.25
POSTAGE	\$ 3,878.39
OTHER POSTAGE CHARGES	\$ 434.16
ENVELOPES & FORMS	\$ 801.87
Subtotal	\$ 17,429.72

CREDITS/DEBITS	\$ 0.00
PREPAID AMOUNTS	(\$ 4,450.20)
SALES TAX	\$ 107.26
INVOICE TOTAL DUE	\$ 13,086.78

DIRECT QUESTIONS REGARDING THIS INVOICE TO BROADRIDGE BILLING DEPARTMENT AT THE ABOVE TELEPHONE NUMBER. BROADRIDGE IS LOCATED AT 51 MERCEDES WAY, EDGEWOOD, NY 11717

Past due accounts subject to a 1 1/2% Finance charge per month.

See Invoice Detail for your postage discounts and mailings eliminated.

Per piece Processing Fees cover Data Processing (70%) and Material Coordination (30%).



REMITTANCE:

BROADRIDGE ICS PO BOX 416423 BOSTON MA 02241 Wire Transfer in US \$ 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

GUSIP #	JOB #	INVOICE #	INVOICE DATE	DUE DATE
MC5810	Multiple	88366	19-APR-16	19-MAY-16

PNM RESOURCES, INC.

Invoice Total Due - US\$ **13,086.78**

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

AMOUNT ENCLOSED

7,923,000.941. 10262000.370,7008 - \$ 11,850.75
 8,921,000.999. 10280000.324,8998 - \$ 1,236.03
 5555 0000000 231305080100 00000000000 041916 100001308678 0

Requestor: Jimmie Blotter

Employment Opportunities

PNM Exhibit MJC-6

Is contained in the following 25 pages

EMPLOYMENT OPPORTUNITIES (PNM Exhibit MJC-6)

ITEM DESCRIPTION	BILLING DATE	COST	ALLOWABLE ALLOCATION PERCENTAGE	ALLOWABLE COST	INVOICE/SAMPLE
Job Posting - Paralegal	6/12/2015	\$116.36	100%	\$116.36	
Job Posting-Energy Efficiency Program Dev	6/15/2015	\$225.00	100%	\$225.00	
Job Posting - Paralegal	6/22/2015	\$116.36	100%	\$116.36	Page 6-7 of 25
Job Posting - Power Prod. Planner	6/22/2015	\$997.37	100%	\$997.37	Page 8 of 25
Job Posting - Craift Supervisor	6/25/2015	\$1,031.65	100%	\$1,031.65	Page 9 of 25
Job Posting - Safety Consultant Sr.	6/25/2015	\$982.69	50%	\$491.35	Page 10 of 25
Online Job Posting - Engineer II, III, IV	7/31/2015	\$795.00	100%	\$795.00	
Recruitment Advertising Monthly Analytics Fee	7/31/2015	\$299.00	100%	\$299.00	
Online Job Posting - Power Production Engineer 1-4	8/1/2015	\$2.00	100%	\$2.00	
Online Job Posting - Mgr, SJGS Team	8/2/2015	\$2.00	100%	\$2.00	
Online Job Posting - Auditor, Sr.	8/3/2015	\$3.00	100%	\$3.00	
Online Job Posting - Environmental Scientist I, II, Sr.	8/4/2015	\$2.00	100%	\$2.00	
Online Job Posting - Revenue Requirements Analyst Sr.	8/5/2015	\$3.00	100%	\$3.00	
Online Job Posting - Specialist, Information Center II	8/6/2015	\$2.00	100%	\$2.00	
Online Job Posting - Accountant II/Sr.	8/7/2015	\$3.00	100%	\$3.00	
Online Job Posting - Controller Group Project Manager	8/8/2015	\$201.00	100%	\$201.00	
Online Job Posting - Financial Planning Analyst I/II/Sr	8/9/2015	\$3.00	100%	\$3.00	
Online Job Posting - Utiity Admin Supervisor	8/10/2015	\$2.00	100%	\$2.00	
Online Job Posting - Chief Mechanic	8/13/2015	\$2.00	100%	\$2.00	
Recruitment Advertising Monthly Analytics Fee	8/31/2015	\$299.00	100%	\$299.00	
Job Posting - Corp Acctng Manager	9/3/2015	\$116.19	100%	\$116.19	
Job Posting - Journeyman Relay	9/22/2015	\$1,320.00	100%	\$1,320.00	Page 11-12 of 25
Job Posting - area Rep	9/24/2015	\$290.60	100%	\$290.60	Page 13 of 25
Recruitment Advertising Monthly Analytics Fee	9/30/2015	\$299.00	100%	\$299.00	
Online Job Posting - Journeyman Lineman (Distibution)	10/1/2015	\$976.00	100%	\$976.00	
Job Posting - Corp Acct. Mgr	10/2/2015	\$61.10	100%	\$61.10	
Job Posting - Paralegal	10/2/2015	\$127.02	100%	\$127.02	
Online Job Posting - Journeyman Lineman (2 positions)	10/2/2015	\$978.00	100%	\$978.00	
Online Job Posting - Journeyman Relay	10/3/2015	\$777.00	100%	\$777.00	
Online Job Posting - Area Rep	10/4/2015	\$500.00	100%	\$500.00	
Online Job Posting - Journeyman Lineman (Santa Fe)	10/5/2015	\$975.00	100%	\$975.00	

ITEM DESCRIPTION	BILLING DATE	COST	ALLOWABLE ALLOCATION PERCENTAGE	ALLOWABLE COST	INVOICE/SAMPLE
Online Job Posting - System Operator I, II, Sr.	10/6/2015	\$2.00	100%	\$2.00	
Online Job Posting - Engineer, Power Production I/II	10/7/2015	\$1.00	100%	\$1.00	
Online Job Posting - Statewide Stakeholder Coordinator	10/8/2015	\$1.00	100%	\$1.00	
Online Job Posting - Environmental Scientist I, II, Sr.	10/9/2015	\$225.00	100%	\$225.00	
Online Job Posting - Insurance Manager	10/10/2015	\$202.00	100%	\$202.00	
Online Job Posting - Project Manager, Treasury	10/11/2015	\$1.00	100%	\$1.00	
Online Job Posting - Solution Architect	10/12/2015	\$1.00	100%	\$1.00	
Online Job Posting - Finance Analyst Sr.	10/13/2015	\$201.00	100%	\$201.00	
Online Job Posting - Environmental Scientist I, II, Sr.	10/14/2015	\$2.00	100%	\$2.00	
Job Posting - Code Cert Welder	10/15/2015	\$1,459.13	100%	\$1,459.13	Page 14-15 of 25
Job Posting - Craft Supervisor	10/15/2015	\$1,435.25	100%	\$1,435.25	Page 16 of 25
Job Posting - Craft Supervisor	10/15/2015	\$585.09	100%	\$585.09	Page 16 of 25
Job Posting - Craft Supervisor	10/15/2015	\$1,996.00	100%	\$1,996.00	
Online Job Posting - Dir, Generation Projects	10/15/2015	\$301.00	100%	\$301.00	
Job Posting - Code Cert Welder	10/16/2015	\$628.39	100%	\$628.39	
Job Posting - Code Cert Welder	10/16/2015	\$1,996.00	100%	\$1,996.00	
Job Posting - Craft Supervisor	10/16/2015	\$7.83	100%	\$7.83	Page 16 of 25
Online Job Posting - HR Consultant, I/II/Sr/Lead	10/16/2015	\$100.00	100%	\$100.00	
Job Posting - Paralegal	10/19/2015	\$127.02	100%	\$127.02	
Online Job Posting - Journeyman Lineman (Santa Fe)	10/31/2015	\$974.00	100%	\$974.00	
Recruitment Advertising Monthly Subscription Fee	10/31/2015	\$299.00	100%	\$299.00	
Online Job Posting - Craft Supervisor (2 positions)	11/1/2015	\$1.00	100%	\$1.00	
Online Job Posting - Combustion Engineer I-4	11/2/2015	\$448.00	100%	\$448.00	
Online Job Posting - Welder, Code Certified	11/3/2015	\$1.00	100%	\$1.00	
Online Job Posting - Regional Stakeholder Lead Coordinator	11/4/2015	\$199.00	100%	\$199.00	
Job Posting - Attorney II-IV	11/5/2015	\$127.02	100%	\$127.02	
Online Job Posting - Attorney II-IV	11/5/2015	\$1.00	100%	\$1.00	
Online Job Posting - Scientist, Environmental I, II, Sr.	11/6/2015	\$226.00	100%	\$226.00	
Online Job Posting - Information Security Specialist	11/7/2015	\$1.00	100%	\$1.00	
Online Job Posting - Sr. Programmer Analyst	11/8/2015	\$199.00	100%	\$199.00	
Online Job Posting - Compliance Training Administrator	11/9/2015	\$1.00	100%	\$1.00	
Online Job Posting - Sr. Regulatory Compliance Proj. Mgr.	11/10/2015	\$200.00	100%	\$200.00	
Online Job Posting - Corporate Accounting Manager	11/11/2015	\$575.00	100%	\$575.00	

EMPLOYMENT OPPORTUNITIES (PNM Exhibit MJC-6)

ITEM DESCRIPTION	BILLING DATE	COST	ALLOWABLE ALLOCATION PERCENTAGE	ALLOWABLE COST	INVOICE/SAMPLE
Online Job Posting - Journeyman Lineman	11/12/2015	\$974.00	100%	\$974.00	
Job Posting - Attorney II-IV	11/13/2015	\$127.02	100%	\$127.02	
Job Posting - Dist. Sys Operator	11/23/2015	\$315.00	100%	\$315.00	Page 17 & 18 of 25
Print Ad - Analyst, Fuel & Water	11/24/2015	\$1,328.08	100%	\$1,328.08	Page 17 & 19 of 25
Job Posting - Dist System Operator	11/25/2015	\$199.00	100%	\$199.00	Page 17 &18 of 25
Online Job Posting - Distribution System Operator I, II, Sr.	11/30/2015	\$450.00	100%	\$450.00	
Recruitment Advertising Monthly Subscription Fee	11/30/2015	\$299.00	100%	\$299.00	
Online Job Posting - Power Production Engineer 1-4	12/1/2015	\$748.00	100%	\$748.00	
Online Job Posting - Fuel & Water Analyst	12/2/2015	\$3.00	100%	\$3.00	
Print Ad - Analyst, Fuel & Water	12/2/2015	\$463.36	100%	\$463.36	Page 17 & 19 of 25
Online Job Posting - Load Research Data & System Analyst	12/3/2015	\$495.00	100%	\$495.00	
Online Job Posting - Accountant Sr.	12/4/2015	\$574.00	100%	\$574.00	
Online Job Posting - Accountant I	12/5/2015	\$1.00	100%	\$1.00	
Online Job Posting - Journeyman Lineman (Alamogordo)	12/6/2015	\$1,124.00	100%	\$1,124.00	
Online Job Posting - Auditor, Sr.	12/31/2015	\$6.00	100%	\$6.00	
Online Job Posting - Journeyman Lineman (Alamogordo)	12/31/2015	\$825.00	100%	\$825.00	
Online Job Posting - Journeyman Lineman (Distribution)	12/31/2015	\$825.00	100%	\$825.00	
Online Job Posting - Load Research Data & System Analyst	12/31/2015	\$499.00	100%	\$499.00	
Online Job Posting - Manager, Information Security Complianc	12/31/2015	\$2.00	100%	\$2.00	
Online Job Posting - Sr. Business Support Analyst	12/31/2015	\$1.00	100%	\$1.00	
Online Job Posting - Supply Chain Supervisor	12/31/2015	\$2.00	100%	\$2.00	
Online Job Posting - Engineer I, II, III, IV	1/31/2016	\$700.00	100%	\$700.00	Page 20 & 21 of 25
Recruitment Advertising Monthly Subscription Fee	1/31/2016	\$299.00	100%	\$299.00	
Online Job Posting - Electrical Engineer 1-4	2/1/2016	\$407.00	100%	\$407.00	Page 20 & 21 of 25
Online Job Posting - ICE, Journeyman Gas Plant	2/2/2016	\$1.00	100%	\$1.00	Page 20 & 22 of 25
Job Posting - Lead LR Consultant	2/3/2016	\$106.12	100%	\$106.12	
Online Job Posting - Sr. Progammer Analyst	2/3/2016	\$1.00	100%	\$1.00	
Online Job Posting - Customer Service Rep	2/4/2016	\$2.00	100%	\$2.00	
Online Job Posting - Engineer I (Eng Rotational Program)	2/5/2016	\$206.00	100%	\$206.00	Page 20 & 23 of 25
Online Job Posting - IT Project Manager	2/6/2016	\$2.00	100%	\$2.00	
Online Job Posting - Energy Mgmt System Administrator	2/7/2016	\$2.00	100%	\$2.00	Page 20 & 24 of 25

EMPLOYMENT OPPORTUNITIES (PNM Exhibit MJC-6)

ITEM DESCRIPTION	BILLING DATE	COST	ALLOWABLE ALLOCATION PERCENTAGE	ALLOWABLE COST	INVOICE/SAMPLE
Online Job Posting - Lead Labor Relations Consultant	2/8/2016	\$397.00	100%	\$397.00	Page 20 & 25 of 25
Online Job Posting - Benefits Manager	2/9/2016	\$2.00	100%	\$2.00	
Recruitment Advertising Monthly Subscription Fee	2/29/2016	\$299.00	100%	\$299.00	
Online Job Posting - Power Prescheduler	3/1/2016	\$1.00	100%	\$1.00	
Online Job Posting - Summer Interns (Farmington)	3/2/2016	\$4.00	100%	\$4.00	
Online Job Posting - Administrator I	3/3/2016	\$1.00	100%	\$1.00	
Job Posting - Welder	3/4/2016	\$621.85	100%	\$621.85	
Online Job Posting - Sr. Building Maintenance Technician	3/4/2016	\$1.00	100%	\$1.00	
Job Posting - Welder	3/5/2016	\$1,446.56	100%	\$1,446.56	
Online Job Posting - Supply Chain Anayst I, II	3/5/2016	\$1.00	100%	\$1.00	
Online Job Posting - Sr. Telecom Specialist	3/6/2016	\$1.00	100%	\$1.00	
Online Job Posting - Sr. Progammer Analyst	3/7/2016	\$1.00	100%	\$1.00	
Online Job Posting - Drafting Technician I II Sr	3/31/2016	\$3.00	100%	\$3.00	
Recruitment Advertising Monthly Subscription Fee	3/31/2016	\$299.00	100%	\$299.00	
Engineer II-IV (Substation Engineer)	4/1/2016	\$1,196.00	100%	\$1,196.00	
Online Job Posting - Field Coordinator	4/2/2016	\$1.00	100%	\$1.00	
Online Job Posting - Engineer I, II, III	4/3/2016	\$298.00	100%	\$298.00	
Online Job Posting - Journeyman Lineman	4/4/2016	\$1.00	100%	\$1.00	
Online Job Posting - Electrician, Distribution	4/5/2016	\$2.00	100%	\$2.00	
Online Job Posting - Welder, Code Certified	4/6/2016	\$1.00	100%	\$1.00	
Online Job Posting - Summer Intern (Albuquerque - 2 positions)	4/7/2016	\$3.00	100%	\$3.00	
Job Posting - Field Coordinator	4/8/2016	\$315.00	100%	\$315.00	
Online Job Posting - Revenue Requirements Analyst	4/8/2016	\$2.00	100%	\$2.00	
Online Job Posting - Business Support Analyst Sr.	4/9/2016	\$1.00	100%	\$1.00	
Online Job Posting - Engineer I	4/10/2016	\$2.00	100%	\$2.00	
Recruitment Advertising Monthly Subscription Fee	4/30/2016	\$299.00	100%	\$299.00	
Online Job Posting - Sys Engineering & Land Services Mgr	5/1/2016	\$2.00	100%	\$2.00	
Online Job Posting - Team Manager II (Land Services)	5/2/2016	\$401.00	100%	\$401.00	
Online Job Posting - Transmission Contract Administrator	5/3/2016	\$2.00	100%	\$2.00	
Online Job Posting - Revenue Requirements Analyst	5/4/2016	\$2.00	100%	\$2.00	
Online Job Posting - Real Time Trader I, II Sr.	5/5/2016	\$1.00	100%	\$1.00	
Job Posting - Team Manager II	5/6/2016	\$382.71	100%	\$382.71	

EMPLOYMENT OPPORTUNITIES (PNM Exhibit MJC-6)

ITEM DESCRIPTION	BILLING DATE	COST	ALLOWABLE ALLOCATION PERCENTAGE	ALLOWABLE COST	INVOICE/SAMPLE
Online Job Posting - Engineer II-IV	5/6/2016	\$201.00	100%	\$201.00	
Online Job Posting - Customer Service Rep	5/7/2016	\$1.00	100%	\$1.00	
Online Job Posting - Administrator I/II	5/8/2016	\$1.00	100%	\$1.00	
Online Job Posting - Administrator I	5/9/2016	\$1.00	100%	\$1.00	
Online Job Posting - Facilities Lead Specialist	5/10/2016	\$1.00	100%	\$1.00	
Online Job Posting - Business Support Analyst Sr.	5/11/2016	\$1.00	100%	\$1.00	
Online Job Posting - Administrator III	5/12/2016	\$1.00	100%	\$1.00	
Online Job Posting - Accountant Sr	5/13/2016	\$1.00	100%	\$1.00	
Online Job Posting - Budget Manager (Corp Budget)	5/14/2016	\$201.00	100%	\$201.00	
Recruitment Advertising Monthly Subscription Fee	5/31/2016	\$299.00	100%	\$299.00	
Online Job Posting - Sourcing Analyst I, II or Sr	6/1/2016	\$1.00	100%	\$1.00	
Online Job Posting - Field Coordinator	6/2/2016	\$1.00	100%	\$1.00	
Online Job Posting - Engineering Tech I, II Sr.	6/3/2016	\$1.00	100%	\$1.00	
Online Job Posting - Apprentice Lineman 1st Yr	6/4/2016	\$856.00	100%	\$856.00	
Online Job Posting - Manger, Environmental	6/5/2016	\$1.00	100%	\$1.00	
Online Job Posting - Strategic Account Manager Sr	6/6/2016	\$1.00	100%	\$1.00	
Online Job Posting - Assistant, Team I, II or III	6/7/2016	\$1.00	100%	\$1.00	
Online Job Posting - Programmer Analyst I, II or Sr	6/8/2016	\$1.00	100%	\$1.00	
Online Job Posting - Accountant II	6/9/2016	\$2.00	100%	\$2.00	
Online Job Posting - Benefits Manager	6/10/2016	\$1.00	100%	\$1.00	
Online Job Posting - Apprentice Lineman 1st year	6/11/2016	\$428.00	100%	\$428.00	
Recruitment Advertising Monthly Subscription Fee	6/30/2016	\$299.00	100%	\$299.00	
Subtotal		\$43,309		\$42,817	
PNM Exhibit MJC-6 "EMPLOYMENT OPPORTUNITIES"		\$43,309		\$42,817	

PNM EXHIBIT MJC-6
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Expense Entry Credit Card Detail Guest Detail Receipt Detail Approval Audit

Report ID: 0000125700	*Employee: 051872	Briseno, Melanie N	Report Status: Approved for Payment
Vendor ID: EMP051872	*Business Unit: 00007	PNMR Services Company	Expense Total: 3821.43
Report Type: Corporate Credit Card	Comment:		
*Description: JULY 2015 Expenses			Net Amount: 3821.43

\$ 3,128.07

View 2 First 1-10 of 10 Last

Line	Exp Type	Date	Amount	Merchant
1	MISC	08/22/2015	116.36	Nm State Bar
<input type="checkbox"/> Business Purpose Job Posting Ad: Paralegal (HC 7021)				

Receipt Required

Accounting Detail | First 1 of 1 Last

	*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed					
1	116.36	007	PNMR Services Co	921000	A-G Office Supplies - Exps	941	Corp Alloc-Gen PNMR Utility	L0000000	Legal Funding Project	L1070000	L107 Pod	530	Employee Expense	7021	Law Department	00007	

Line	Exp Type	Date	Amount	Merchant
2	MISC	08/25/2015	997.37	Tx Nm Newspapers Adv

Business Purpose
Job Posting Ad: Power Prod. Planner (HC 3603)

Receipt Required

Accounting Detail | First 1 of 1 Last

	*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed
1	997.37	003	Bulk Power Services	514000	Maintenance-Misc Steam Plant	766	San Juan Common All Units	530	Employee Expense	3603	Maintenance Services	00006

Line	Exp Type	Date	Amount	Merchant
3	MISC	06/25/2015	1031.65	Tx Nm Newspapers Adv

Business Purpose
Job Posting Ad: Grailt Supervisor (HC 3603)

Receipt Required

Accounting Detail | First 1 of 1 Last

	*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed
1	1031.65	003	Bulk Power Services	514000	Maintenance-Misc Steam Plant	766	San Juan Common All Units	530	Employee Expense	3603	Maintenance Services	00006

Line	Exp Type	Date	Amount	Merchant
4	MISC	05/25/2015	982.69	Tx Nm Newspapers Adv

Business Purpose
Job Posting Ad: Safety Consultant Sr. (HC 3603)

Receipt Required

Accounting Detail | First 1 of 1 Last

	*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed
1	982.69	003	Bulk Power Services	514000	Maintenance-Misc Steam Plant	766	San Juan Common All Units	530	Employee Expense	3603	Maintenance Services	00006

Line	Exp Type	Date	Amount	Merchant	Location	# of Guests
5	MEALS	06/29/2015	88.41	Marlos Pizza & Pasta	Albuquerque, NM	0

Business Purpose
Meal (Lunch) - Focus Group Results Meeting (7554)

Receipt Required

Accounting Detail | First 1 of 1 Last

	*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed
						Oversight &		Oversight and				

Paralegal
Job ID #6085152

PNM Resources has an immediate opening for a Paralegal. Will perform a variety of duties to assist attorneys with (1) litigation matters, including discovery responses, researching and drafting legal memoranda and pleadings and assisting with filings with courts and administrative bodies, and (2) commercial and transactional matters, including researching and drafting documents, reviewing draft documents for accuracy and assisting with closings of transactions. **PREFERENCES:** High school diploma or GED with five to seven years related experience, or equivalent combination of education and/or experience related to the discipline. Bachelor's degree from four-year college or university will be given preference. To apply go to www.pnm.com/careers and read a full job description, register, upload a resume and answer all posting questions. Deadline is no later than June 24, 2015. **PNM is an EEO/AA employer. Women, minorities, disabled individuals and veterans are encouraged to apply.**



**Power Production Planner
Job ID #6085182
Farmington, NM**

PNM has an immediate opening for a Power Production Planner to plan and schedule maintenance activities for San Juan Generating Station, including routine maintenance, preventive maintenance, and scheduled/unscheduled outage tasks. **PREFERENCES:** Planning Experience. Coal-Fired Plant Experience. Associate's degree or equivalent two-year college or technical school plus 7 years related experience and/or training; or equivalent combination of education and experience. To apply go to www.pnm.com/careers and read a full job description, register, upload a resume and answer all posting questions. Deadline is no later than **July 7, 2015**. PNM is an EEO/AA employer. Women, minorities, disabled individuals and veterans are encouraged to apply.



Craft Supervisor (2 positions)
Job ID #6085183
Farmington, NM

PNM has an immediate opening for a Craft Supervisor to supervise large functional units or department that performs the functions of construction, operation, maintenance, or warehousing within the production, transmission, and distribution systems. **PREFERENCES:** Proven Safety experience (OSHA 30 Certification). Union contract management experience. Supervisory knowledge at a coal fired power plant. Experience with the operation and maintenance of a Coal-fired power plant. Bachelor's degree in a related field with five to seven years of related experience, or equivalent combination of education and/or exp. related to the discipline. To apply go to www.pnm.com/careers and read a full job description, register, upload a resume and answer all posting questions. Deadline is no later than **July 7, 2015**. PNM is an EEO/AA employer. Women, minorities, disabled individuals and veterans are encouraged to apply.



Safety Consultant Sr.

Job ID #6084466 (PNM, Farmington, NM)

Job ID #6084474 (TNMP, Texas City, TX)

Under general supervision, directs the safety and industrial hygiene program and functions for the assigned portion of the company and ensures effective service delivery.

PREFERENCES: Bachelor's degree in a related field with five to seven years of related experience, or equivalent combination of education and/or experience related to the discipline. Preferred: 4-Year or 2-Year degree in safety from an accredited college or university. To apply go to www.pnm.com/careers and read a full job description, register, upload a resume and answer all posting questions. Deadline is no later than **July 2, 2013 (Farmington, NM position)** and **July 4, 2013 (Texas City, TX position)**. PNM is an EEO/AA employer. Women, minorities, disabled individuals and veterans are encouraged to apply.

PNM EXHIBIT MJC-6
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Expense Entry Credit Card Detail Guest Detail Receipt Detail Approval Audit

Report ID: 0000128540	*Employee: 051872	Briseno, Melanie N	Report Status: Approved for Payment
Vendor ID EMP051872	*Business Unit: 00007	PNMR Services Company	Expense Total: 15900.42
Report Type: Corporate Credit Card		Comment:	
*Description: October 2015 Expenses		Net Amount:	15900.42

#10,033.43

View 2 First 1-22 of 22 Last

Line	Exp Type	Date	Amount	Merchant	Location	# of Guests
1	MEALS	09/21/2015	464.62	Weekdays	Albuquerque, NM	0

Business Purpose
Meal (Lunch) - HR United Way Celebration (HC 7557 / 7100)

Receipt Required

Accounting Detail | First 1-2 of 2 Last

	*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed
1	240.62	007	PNMR Services Co 921000	A-G Office Supplies - Exps 993	Corp Alloc PNMR Employee Count SSPM0001	Oversight & Management Expense SSPM0001	Oversight and management expen 550	Meals 7557	Chief HR Officer	00007		7OFF
2	224.00	007	PNMR Services Co 426102	Donations-United Way 941	Corp Alloc-Gen PNMR Utility SSPM0001	Oversight & Management Expense SSPM0001	Oversight and management expen 550	Meals 7100	Comm Relatns and Stkholder Eng	00007		

Line	Exp Type	Date	Amount	Merchant
2	MISC	09/22/2015	1320.00	The Dallas Morning New

Business Purpose
Job Posting: Journeyman Relay #6085273 (HC 1138)

Receipt Required

Accounting Detail | First 1 of 1 Last

	*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed
1	1320.00	002	Transmission Services 570000	Maint of Station Equip-Transm 650	Transmission General		530	Employee Expense 1138	Relay	00006		

Line	Exp Type	Date	Amount	Merchant
3	MISC	09/24/2015	74.90	Tif Silver Springs Flo

Business Purpose
Thank-You Flowers (Jo Ann Newton) (HC 7547)

Receipt Required

Accounting Detail | First 1 of 1 Last

	*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed
1	74.90	007	PNMR Services Co 921000	A-G Office Supplies - Exps 993	Corp Alloc PNMR Employee Count SSHR0130	HR Business Partners SSHR0130	HR Business Partners 530	Employee Expense 7547	Employee Relations	00007		7OFF

Line	Exp Type	Date	Amount	Merchant
4	MISC	09/24/2015	290.60	Clovis Media, Inc 1

Business Purpose
Job Posting: Area Rep #6085260 (HC 1147)

Receipt Required

Accounting Detail | First 1 of 1 Last

	*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed
1	290.60	002	Transmission Services 560000	Operation Sup & Engineering 650	Transmission General		530	Employee Expense 1147	Transmission Substation	00006		

Line	Exp Type	Date	Amount	Merchant	Location	# of Guests
5	MEALS	09/24/2015	75.47	Dions #14	Albuquerque, NM	0

Business Purpose
Meal (Lunch) - Negotiations Team Lunch (HC 7549)

Receipt Required



Journeyman Relay
Job ID #6085273
Albuquerque, NM

PNM has an immediate opening for a Journeyman Relay to install, test, troubleshoot, and perform maintenance on relays, relay schemes, and control circuits throughout the transmission, generation, and distribution system. **PREFERENCES:** High school diploma with five or more years of relay work experience. Relay Technician Certification or Relay Journeyman License is required. To apply go to www.pnm.com/careers and read a full job description, register, upload a resume and answer all posting questions. Deadline is no later than **October 4, 2015**. PNM is an EEO/AA employer. Women, minorities, disabled individuals and veterans are encouraged to apply.



**Area Representative
Job ID #6085260
Clovis, NM**

PNM has an immediate opening for an Area Representative. **PREFERENCES:** Knowledge of transmission/distribution substation equipment; Cascade; Relay communication, SCADA and meter equipment. Knowledge of electrical testing of transmission/distribution substation equipment. High school diploma or equivalent. Must possess a current Substation, Relay or Communication Journeyman's certification. The equivalent of technical training received in an Associate Degree Program and fifteen (15) years of practical experience and/or be able to demonstrate knowledge in maintenance of industrial electrical, electromechanical and electronic control equipment. To apply go to www.pnm.com/careers and read a full job description, register, upload a resume and answer all posting questions. Deadline is no later than **October 8, 2015**. **PNM is an EEO/AA employer. Women, minorities, disabled individuals and veterans are encouraged to apply.**

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Business Purpose		Ticket/Invoice#	Good/Service	Receipt Required													
Staffing Promotional Items (HC 7558)		28808															
Accounting Detail First 1 of 1 Last																	
*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed						
2120.12	007	PNMR Services Co	921000	A-G Office Supplies - Exps	993	Corp Alloc PNM Employee Count	SSHR002A	Recruiting	SSHR002A	Recruiting	530	Employee Expense	7558	Staffing Workforce Planning	00007		7OFF
Line	Exp Type	Date	Amount	Merchant													
12	MISC	10/15/2015	1459.13	Tx Nm Newspapers Adv													
Business Purpose		Receipt Required															
Job Posting: Cntrl Cart/Welder #6085301 (HC 3833)																	
Accounting Detail First 1 of 1 Last																	
*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed						
1459.13	003	Bulk Power Services	510000	Maint Sup & Eng- Steam	766	San Juan Common All Units			530	Employee Expense	3633	Weld Maintenance	00006				
Line	Exp Type	Date	Amount	Merchant													
13	MISC	10/15/2015	1435.25	Tx Nm Newspapers Adv													
Business Purpose		Receipt Required															
Job Posting: Craft Supervisor #6085302 (HC 3803)																	
Accounting Detail First 1 of 1 Last																	
*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed						
1435.25	003	Bulk Power Services	514000	Maintenance-Misc Steam Plant	766	San Juan Common All Units			530	Employee Expense	3603	Maintenance Services	00006				
Line	Exp Type	Date	Amount	Merchant													
14	MISC	10/15/2015	585.09	Arizona Daily Sun													
Business Purpose		Receipt Required															
Job Posting: Craft Supervisor #5085302 (HC 3803)																	
Accounting Detail First 1 of 1 Last																	
*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed						
585.09	003	Bulk Power Services	514000	Maintenance-Misc Steam Plant	766	San Juan Common All Units			530	Employee Expense	3603	Maintenance Services	00006				
Line	Exp Type	Date	Amount	Merchant													
15	PROCURE	10/15/2015	1995.00	Den Post Adv-Daily Dea													
Business Purpose		Ticket/Invoice#	Good/Service	Receipt Required													
Job Posting: Craft Supervisor #6085302 (HC 3803)																	
Accounting Detail First 1 of 1 Last																	
*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed						
1995.00	003	Bulk Power Services	514000	Maintenance-Misc Steam Plant	766	San Juan Common All Units			530	Employee Expense	3603	Maintenance Services	00006				
Line	Exp Type	Date	Amount	Merchant													
16	MISC	10/16/2015	7.83	Arizona Daily Sun													
Business Purpose		Receipt Required															
Job Posting: Craft Supervisor #6085302 (HC 3803)																	
Accounting Detail First 1 of 1 Last																	
*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed						
7.83	003	Bulk Power Services	514000	Maintenance-Misc Steam Plant	766	San Juan Common All Units			530	Employee Expense	3603	Maintenance Services	00006				



Code Certified Welder
Job ID #6085301
Farmington, NM

PNM has an immediate opening for a Code Certified Welder to set up, operate, and maintain all types of electric arc, electric resistance, and oxygen acetylene heating, cutting, fabrication, welding, and overlay equipment and tools. **PREFERENCES:** High school diploma or equivalent. Requires passing of three (3) PNM welder certification tests. (WPS-T4 Stainless Steel test; WPS-T2 Boiler Tube test; WPS-T1 Heavy Wall test.) Requires ability to operate both arc and oxygen acetylene welding equipment for fabrication purposes. To apply go to www.pnm.com/careers and read a full job description, register, upload a resume and answer all posting questions. Deadline is no later than **November 3, 2015**. PNM is an EEO/AA employer. Women, minorities, disabled individuals and veterans are encouraged to apply.



Craft Supervisor
(2 positions available)
Job ID #6085302
Farmington, NM

PNM has an immediate opening for a Craft Supervisor to perform the functions of construction, maintenance of mechanical equipment at a coal fired power plant. **PREFERENCES:** Proven Safety experience (OSHA 30 Certification). Experience with Union contract management. Experience with the operation and maintenance of a coal-fired power plant. Bachelor's degree in a related field with five to seven years of related experience, or equivalent combination of education and/or exp. related to the discipline. To apply go to www.pnm.com/careers and read a full job description, register, upload a resume and answer all posting questions. Deadline is no later than **November 3, 2015**. **PNM is an EEO/AA employer. Women, minorities, disabled individuals and veterans are encouraged to apply.**

PNM EXHIBIT MJC-6
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Expense Entry Credit Card Detail Guest Detail Receipt Detail Approval Audit

Report ID: 0000130788	*Employee: 051872	Briseno, Melanie N	Report Status: Approved for Payment
Vendor ID EMP051872	*Business Unit: 00007	PNMR Services Company	Expense Total: 2705.33
Report Type: Corporate Credit Card	Comment:		
*Description: December 2015 Expenses			Net Amount: 2705.33

\$2,305.44

View 2 First 1-6 of 6 Last

Line	Exp Type	Date	Amount	Merchant	Ticket/Invoice#	Good/Service
1	PROCURE	11/23/2015	315.00	Electricaljobstoday.Co	AL10CD31C8FA	
Business Purpose: Job Posting: Dist Sys Operator (Job #6085341) HC 1127 Receipt Required						

Accounting Detail First 1 of 1 Last

*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed	
315.00	001	Electric Services	580000	Operation Sup & Engineer-Dist	100	Albuquerque Electric Services	530	Employee Expense	1127	DOC Operations	00006	

Line	Exp Type	Date	Amount	Merchant
2	MISC	11/24/2015	1328.08	Tx Nm Newspapers Adv

Business Purpose: Print Ad: Analyst, Fuel & Water (Job #6085335) HC 3612 Receipt Required						
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Accounting Detail First 1 of 1 Last

*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed	
1328.08	003	Bulk Power Services	500000	Operation Sup/Engineering	766	San Juan Common All Units	530	Employee Expense	3612	Plant Operations	00006	

Line	Exp Type	Date	Amount	Merchant
3	PROCURE	11/25/2015	199.00	Jaguar Expo

Business Purpose: Job Posting: Dist System Operator (#6085341) HC 1127 Receipt Required						
--	--	--	--	--	--	--

Accounting Detail First 1 of 1 Last

*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed	
199.00	001	Electric Services	580000	Operation Sup & Engineer-Dist	100	Albuquerque Electric Services	530	Employee Expense	1127	DOC Operations	00006	

Line	Exp Type	Date	Amount	Merchant
4	PROCURE	12/02/2015	463.36	Albuquerque Journal Ad

Business Purpose: Print Ad: Analyst, Fuel & Water (Job #6085335) HC 3612 Receipt Required						
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Accounting Detail First 1 of 1 Last

*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed	
463.36	003	Bulk Power Services	500000	Operation Sup/Engineering	766	San Juan Common All Units	530	Employee Expense	3612	Plant Operations	00006	

Line	Exp Type	Date	Amount	Merchant
5	PROCURE	12/09/2015	325.00	Yourmember-Careers

Business Purpose: Job Posting: Dist System Operator (#6085335) HC 12003 Receipt Required						
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Accounting Detail First 1 of 1 Last

*Amount	Operating Unit	Account	Fund Code	ChartField 1	Project	Class	Dept	Chartfield 2	Bus Unit	Vehicle ID	Speed	
325.00	003	Bulk Power Services	500000	Operation Sup/Engineering	766	San Juan Common All Units	530	Employee Expense	3612	Plant Operations	00006	

TX

Title: Distribution System Operator I / II / Sr.

Job ID: 6085341

Location: PNM, Albuquerque, NM

Full/Part Time: Full-Time

Applications must be submitted by: **December 7, 2015**

NOTE: This is a series post. The position will be filled based on years of experience.

PREFERENCES

Distribution
Overhead / underground equipment
Substation electrician
Able to work shift and rotating schedules
ARCFM
SCADA
Trouble Management and Outage management Systems (TMS-OMS)
Radio Capacitor Control Systems (RCCS)
Switching Procedures

JOB DESCRIPTION -- Distribution System Operator I

SUMMARY:

Under direct supervision, coordinates and controls Company distribution assets on a minute-by-minute basis in a safe, reliable, and economic manner, while achieving and maintaining operating standards in compliance with all regulatory, industry, and applicable Company standards concerning standard operations, outage recovery, voltage levels, etc.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Acts as the controlling authority for operating Company distribution systems

Responds to distribution disturbances within established areas and standards, to assure a continuous supply of electricity to customers

Documents and communicates all system situations, which could impact (positively or negatively) reliability and safety of Company power distribution systems

Develops and maintains an intimate working knowledge of Company distribution systems, and the guidelines and procedures associated with their operation and control

Coordinates distribution system outage restoration on a limited basis, depending on the situation

Performs special projects and responds to special requests from other Company departments as assigned

Notifies public affairs, service managers, dispatchers, and phone center personnel of major system outages and provides them with information to deal with internal personnel and external customers

Maintains reports to analyze system performance and uses this information to provide input to various departments

Helps set priorities for maintenance work



**Analyst, Fuel & Water
(Apprenticeship-Journeyman)
2 Positions Available
Job ID #6085335
Waterflow, NM**

PNM has two (2) openings for a Fuel & Water Analyst (either Apprenticeship position and/or Journeyman level). Collects and tests boiler fuels to ascertain such properties as heating value, moisture, sulfur, ash content, etc. **REQUIREMENTS:** Applicants must be at least 18 years of age to enter the apprenticeship program. High School diploma or GED equivalency with a "C" or better in high school math. In addition to the Age, Education, and Physical Fitness requirement expressed in Common Section 2, the Fuel and Water Analyst classification requires the successful completion (C or better) of Math 115, Chemistry 112 & Chemistry 252, or equivalent, as a prerequisite. To apply go to www.pnm.com/careers and read a full job description, register, upload a resume and answer all posting questions. Deadline is no later than **December 20, 2015**. PNM is an EEO/AA employer. Women, minorities, disabled individuals and veterans are encouraged to apply.

ACCOUNT DISTRIBUTION

BU	CO	FERC	LOC	PROJ/WO	CT	HC	=	Subtotal	Tax	Total
→ 006	002	560000	650	0	370	1095	=	\$700.00	\$0.00	\$700.00
→ 006	003	510000	766	0	370	3607	=	\$407.00	\$0.00	\$407.00
→ 006	003	500000	713	0	370	3665	=	\$1.00	\$0.00	\$1.00
007	007	923000	968	SSHR002A	370	7140	=	\$1.00	\$0.00	\$1.00
006	006	903000	188	0	370	6157	=	\$2.00	\$0.00	\$2.00
→ 006	001	580000	100	0	370	6420	=	\$206.00	\$0.00	\$206.00
007	007	923000	968	SSHR002A	370	7132	=	\$2.00	\$0.00	\$2.00
→ 007	007	923000	941	SSHR002A	370	7191	=	\$2.00	\$0.00	\$2.00
→ 007	007	923000	993	SSHR002A	370	7549	=	\$397.00	\$0.00	\$397.00
007	007	923000	993	SSHR002A	370	7557	=	\$2.00	\$0.00	\$2.00
012	012	588000	BAY	0	370	45290	=	\$2.00	\$0.00	\$2.00
012	012	588000	MNL	0	370	45645	=	\$824.00	\$0.00	\$824.00
012	012	588000	WTX	0	370	47420	=	\$1,176.00	\$0.00	\$1,176.00
								\$3,722.00	\$0.00	\$3,722.00

PNM = 1316
 PNM R = 404

ALLOWABLE = \$1,720.⁰⁰

Job Title: Engineer I - IV
Job ID: 6085380
Date: 01/07/2016
Location: PNM, Albuquerque, NM
Full/Part Time: Full-Time
Regular/Temporary Regular

Applications must be submitted by: January 31, 2016.

NOTE: This is a series post, the position will be filled based on education and years of experience.

PREFERENCES

Electrical Engineer with emphasis in power systems
Distribution, transmission, power operations knowledge / experience
PE
Valid driver's license
Experience with high voltage
Electric utility experience
Computer skills
Technical writing experience
AutoCAD experience
Able to work in a team environment
Able to handle multiple assignments/projects with flexibility
NERC CIP experience
EIT certification is a plus

JOB DESCRIPTION

Personnel in this job title may be covered by NERC CIP cyber security standards. If the position is covered, 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. Annual cyber security training is also required.

This position is responsible for the specification, selection, design, and application of PNM protective relaying equipment, device settings determination, and the development of PNM's protection/control philosophy.

Engineer I

SUMMARY:

Under direct supervision, performs assignments designed to develop engineering work knowledge and abilities through the application of standard techniques, practices and procedures.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Provides entry-level engineering support for projects that are small and somewhat repetitive in nature

Job Title: ICE, Journeyman GPT
Job ID: 6085364
Location: PNM, Albuquerque, NM
Full/Part Time: Full-Time
Regular/Temporary: Regular

Applications must be submitted by Tuesday, January 19, 2016.

PREFERENCES

Gas & oil fired generation experience
Electrical experience
Instrument & Controls experience
Completion of a state certified apprenticeship experience

JOB DESCRIPTION

DEPARTMENT: POWER PRODUCTION - GAS & OIL FIRED PLANTS

DUTIES: Under the general directive supervision of assigned supervisor:

Directs apprentices, skilled, and semi-skilled workers in performing a variety of duties.

Operate, repair, and maintain gas-turbine engines and associated equipment. Maintains and repairs programmable logic controllers, pneumatic controllers, and digital control systems associated with PNM power production and environmental equipment.

Installs, tests, troubleshoots and performs maintenance on all instrument and electrical devices. Performs minor maintenance on mechanical devices.

Instructs personnel in the proper and safe way to perform their duties and in the use of tools and equipment; provides safety training instructions and is responsible for the general safety of personnel and in administering first aid to injured persons when necessary; may work in areas requiring caution and use of safety devices; conforms with all safety policies and work standards established by the Company; complies with apprentice requirements in the training of apprentices. Performs other related and assigned duties.

MINIMUM QUALIFICATIONS

1. High school diploma or equivalent
2. Completion of a four year accredited Electrical Apprenticeship program or at least four years work experience as an Electrical Journeyman in an industrial setting.
3. Requires broad knowledge of tools and test instruments used in the electrical field.
4. Requires ability to work with others in a team setting, independently and interfacing with other departments.
5. Ability to read and understand electrical drawings and symbols.
6. Requires ability to work in confined areas and off of ladders, elevated platforms and equipment of various heights.
7. Must a valid New Mexico Driver's License

SALARY RANGE

Job Title: Engineer I (Rotational Engineer Program)
Job ID: 6085381
Location: PNM, Albuquerque, NM
Full/Part Time: Full-Time
Regular/Temporary Regular

POSTING DEADLINE

Applications must be submitted by: **February 14, 2016.**
Preference will be given to electrical engineers; all others are encouraged to apply
NOTE: We have 2 openings

PREFERENCES

Bachelor's degree in Engineering, Electrical, Civil or Mechanical
Good GPA with involvement in multiple activities
Good communication skills
Demonstrated leadership abilities
Good driving record

JOB DESCRIPTION

(Engineer I) Engineering Rotational Program

SUMMARY:

Our Engineering Rotational Program develops engineers by providing participants with the opportunity to obtain broad exposure to the various departments and roles/responsibilities. Under direct supervision, performs assignments designed to develop engineering work knowledge and abilities through the application of standard techniques, practices and procedures.

PROGRAM OVERVIEW:

This program is specifically designed for entry level college graduates in the engineering disciplines to work at PNM. The total duration of the rotational program assignments will be 24 months to ensure participants are well rounded and have cross-functional experience in the participating areas. Rotational assignments will be defined to ensure adequate training is obtained across all areas within PNM's New Mexico Operation. It is intended that a participant completes four to six rotations, with durations typically lasting approximately four months or as needed due to business reasons. To help ensure each participant is provided a comprehensive overview of the work performed within PNM New Mexico Operations, rotational assignments will conform to the following categories with each participant having a mandatory assignment in two of the following departments: (System Reliability Management, Technical Services & System Reliability, Station & Line Design and Construction, Transmission/Distribution Planning & Contracts, Power Operations and PNM Business Operations) and two elected assignments in the following departments: (Distribution Standards, and Transmission & Distribution Operations).

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Provides entry-level engineering support for projects that are small and somewhat repetitive in nature
Conducts small or repetitive studies or participates in larger studies where project performance, cost, and scheduling are the key factors of evaluation
Provides basic engineering support to operational areas
Communicates engineering ideas, recommendations and evaluations
Represents the Company in technical matters that are fundamental in nature
Provides entry-level technical support to and interacts with other associates
Uses the Company and industry standards to ensure safety and consistency of engineering results
Provides occasional technical direction and/or activity supervision to contractors and lower-level Company personnel

COMPETENCIES:

Job Title: Admin, Energy Mgmt System
Job ID: 6085363
Location: PNM Resources, Albuquerque, NM
Full/Part Time: Full-Time
Regular/Temporary: Regular

Applications must be submitted no later than January 11, 2016.

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. Annual cyber security training is also required.

SUMMARY:

Performs a large variety of administration and technical duties for Power Operations. Consults and trains co-workers and customers on new technologies and supports or leads software projects using a variety of computer languages.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Acts as the first line of support in problem resolution on hardware or software components of the EMS computer system

Coordinates and monitors the process to ensure satisfactory results

Follows up and reports on problem resolution

Keeps EMS and EASE operational with nearly 100 percent availability

Troubleshoots and resolves problems as they arise while keeping EMS and EASE operational with as close to 0 downtime as possible

Anticipates and solves problems before they occur

Provides technical knowledge, leadership, and skill in support of special projects

Provides timely system upgrades to endure full vendor support while with nearly 100 percent availability on all mission critical systems

Provides new interfaces to EMS and EASE for groups or clients who need the data from these systems

Ensures the security of EMS and EASE systems and protects them from cyber attacks

Provides training and technical support to EMS and EASE users

COMPETENCIES:

Strong Oracle 7, 8, and 8i database administration skills with a high degree of knowledge and ability in UNIX operating systems and C Programming

Job Title: Lead Labor Relations Consultant

Job ID: 6085378

Location: PNM Resources, Farmington, NM

Full/Part Time: Full-Time

Applications must be submitted no later than **February 14, 2016**.

PREFERENCES

Demonstrated experience as 1st Chair in labor negotiations is highly preferred, as is utility Labor Relations experience.

JOB DESCRIPTION

SUMMARY:

Supports constructive labor relations with effective consulting, analysis, and systems support to Labor Relations staff, operations management and Human Resources Business Partners for labor contract administration, grievance handling, arbitrations, collective bargaining, and NLRB charges.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Maintains effective business relationships with unions, legal counsel, and utility industry labor relations contacts

Represents and advises operations management regarding labor contract administration, grievances and employee discipline

Investigates and coordinates with legal counsel and/or operations management concerning grievances, unfair labor practice charges and other labor relations contractual or legal matters

Leads the collection and analyzing of data from internal and external sources related to grievances, arbitrations, negotiations, unfair labor practice charges, union requests for information and other labor relations matters

Reports findings and makes recommendations for labor relations management decisions and actions.

Prepares arbitrations and planning for negotiations. May participate in labor contract negotiations

Leads in conducting and responding to labor relations surveys among electric utility labor relations organizations, e.g., PUEI and EEI

Interacts and maintains effective business relationships with union officials, government representatives, legal counsel, and utility industry labor relations contacts

Develops, prepares and conducts labor relations management training

Participates as company representative in meetings, surveys and other networking activities sponsored by Public Utility Employers Institute (PUEI), Edison Electrical Institute (EEI), and other utility industry groups

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. 533)
)
PUBLIC SERVICE COMPANY OF NEW)
MEXICO,)
)
)
Applicant)
_____)

Case No. 16-00276-UT

AFFIDAVIT

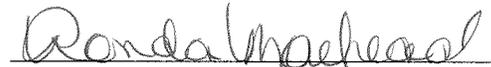
STATE OF NEW MEXICO)
) ss
COUNTY OF BERNALILLO)

MEAGHAN J. CAVANAUGH, Representative, Sr. Corporation
Communications for Public Service Company of New Mexico, upon being duly sworn according to law, under oath, deposes and states: I have read the foregoing **Direct Testimony of Meaghan J. Cavanaugh** and it is true and accurate based on my own personal knowledge and belief.

SIGNED this 28 day of November, 2016.


MEAGHAN J. CAVANAUGH

SUBSCRIBED AND SWORN to before me this 28th day of November, 2016.


NOTARY PUBLIC IN AND FOR
THE STATE OF NEW MEXICO

