

NEW DECISION OPTION
Proposed by Commissioner Tuma
September 25 and October 3, 2025

DOCKET NUMBER	E-015/PA-24-198
ANALYSTS	Robert Manning, Godwin Ubani
DATE/TIME SUBMITTED	9/16/2025, 3:00 p.m.
TITLE	Tuma New 39
ATTACHMENT	No
SUBJECT	In the matter of the Petition of Minnesota Power for Acquisition of ALLETE by Canada Pension Plan Investment board and Global Infrastructure Partners

Tuma New 39.

- A. Within 30 days after the order, the Company shall make a compliance filing identifying the full-time equivalent employee (FTE) count and the number of employees in each category or division of Minnesota Power such as call center staff, billing, distribution system maintenance, power plant maintenance etc. The Commission delegates authority to the Executive Secretary to approve the division classification made by Minnesota Power if no objection is filed by the Department or OAG within 14 days of the compliance filing. Additionally, Minnesota Power shall list the number of those employees with their primary work location in Minnesota and the number of FTEs presently unfilled at the time of the filing.
- B. The Company shall make compliance filings quarterly, on dates designated by the Executive Secretary or by the Commission in a rate case order, reporting the number of FTEs, unfilled FTEs, employees and their primary work location for the divisions identified in the initial filing or modifications approved by the Commission.
- C. So long as Minnesota Power is owned by Alloy Parent or any successor company affiliated with Global Infrastructure Partners or Canada Pension Plan Investment Board, the Company may not reduce the identified FTE complement for any of these divisions or move the primary work location out of Minnesota outside of a rate case without prior Commission approval. The FTE count for each category and associated primary locations shall be reset with approval of the Commission in future rate case orders.

- D. Upon filing a request to modify the FTE count in Minnesota or to relocate jobs to primary sites outside of Minnesota between rate cases, the Company must show such actions are reasonable, prudent, will not reduce service quality, and are in the public interest. The Commission delegates authority to the Executive Secretary to approve the request if no objection is made by the Department or OAG and no request for further investigation is made by a Commissioner within 14 days of the filing of any such request.