

Subject: Follow-up from last week's directors' meeting in Emporia

Good afternoon. You're receiving this email because your phone number was identified as a participant in our unsuccessful conference bridge to Mark Ruelle and Terry Bassham's meeting for Directors in Emporia last week.

First, let me apologize for the technical difficulties we experienced. As you can imagine, the meetings last week were pulled together very quickly, so we didn't have an opportunity to have test runs as we normally would.

Second, I understand there may have been some confusion with regard to another call being scheduled. The other meetings last week held at various locations were very informal in nature – some walk-arounds, some in break rooms or lunch rooms, etc. None would have been conducive to a call-in format. Additionally, those meetings were for employees in general, so there wasn't the leadership slant. The meeting in Emporia was intended to allow our leaders to have some time with Mark and Terry to provide feedback about initial reactions from employees and to ask questions they had fielded already and didn't yet have an answer to provide back to employees. Additionally, Mark and Terry wanted to emphasize the need for strong leadership as we go forward. Employees will be looking to you to be visible and accessible during an uncertain time. The Q&A notes from the meeting are below.

Again, so sorry you weren't able to listen to the comments as they were shared. If you have additional questions or concerns, please let me know. Thanks. jd

Here are rough notes about questions that came up at the meeting:

- How is 401K stock treated compared to regular stock?
 - We are working on verifying this with HR and will send out more information as it becomes available.
- Time frame for when both companies will begin to align?
 - Terry stated that the transition lead would be chosen within the next few days and the transition team would begin making changes after July 4th.
 - Mark was hopeful that the merge would take less than a year to complete.
- How can employees get involved in the transition process?
 - Mark stated that employees' main objective should be to stay focused on their jobs first and foremost.
- What talking points can we use when customers ask about what's happening to their service such as rate changes etc...
 - Refer to approved talking points that we'll have available soon on our CorpComms eShare site.
- Does the KCPL team have any concerns about the merger?
 - Terry stated their team was excited about the merge. It's not a financial transaction, but a merging of values to create a better company.
- What expectations/values does Terry want to see after the merger?
 - People first. Pride in providing an essential service to the community.
- What qualities does Terry see at Westar that he wants to incorporate into the entire company?
 - Trust, commitment to the community, integrity
- Timeline of approvals needed?
 - Mark explained several approvals needed and wants a visual of reaching each milestone for employees.

- Approvals needed from:
 - Shareholders from both companies (approval expected by early 4th quarter)
 - Nuclear regulatory
 - FERC
 - Dept. of Justice
- Hardest part?
 - Both agreed it would be the integration of people, learning to adopt each other's strengths.
- What is KCPL approach to security and compliance?
 - Heavier focus on compliance
- What will happen to my job?
 - Terry stated he wants to avoid any major layoffs. Headcount can be reduced by not filling some jobs once people retire or leave for other reasons. Discussion about the attrition rate of the two companies. Never say never, but emphasis on attrition.
- Branding?
 - The official branding is unknown, but ideally we would all be under one brand.

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