

South Central Connecticut Regional Water Authority

90 Sargent Drive, New Haven, Connecticut

Or

***Dial in by phone**

[+1 469-965-2517](tel:+14699652517), [647030205#](tel:+1647030205) United States, Northlake

Phone conference ID: 647 030 205#

AGENDA

Regular Meeting of Thursday, January 22, 2026 at 12:30 p.m.

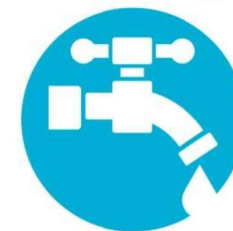
1. Call to Order
 1. Safety Moment
2. Public Comment: The time limit granted to each speaker shall be three (3) minutes. Residents and customers may address the Board.
3. Meet as Pension & Benefit Committee: C. LaMarr
 1. Approve Minutes – October 23, 2025 regular meeting
 2. Quarterly Investment Performance Review – Pension and VEBA: S. Kelliher, J. McLaughlin, and N. Pulli
 3. 401K Amendment
 4. Discussion regarding RFI, RFQ, or RFP for investment management services - *Upon 2/3 vote, convene in possible executive session pursuant to C.G.S. Section 1-200(6)(E) to discuss matters covered by Section 1-210(b)(5)(B), pertaining to commercial and financial information.*
4. Consent Agenda
 1. Approve Minutes of December 18, 2025 regular meeting
 2. Capital Budget Authorization – February 2026
 3. Capital Budget Transfers (no authorization required) – February 2026
 4. Monthly Financial Report – December 2025
 5. Accounts Receivable Update – December 2025
 6. Bid Exemptions
 7. Customer Assistance Program
5. Finance: R. Kowalski
 1. Type B3 Amendments – Filter Media and Project Reserve Transfers
6. Reports on RPB Committee meetings
7. Meet as Compensation Committee: K. Curseaden
 1. Approve Minutes – October 23, 2025 regular meeting
 2. FY 2027 Work Plan
8. Act on matters arising from Committee meetings
9. Business Updates: S. Lakshminarayanan
 1. Monthly Business Highlights: S. Lakshminarayanan
 2. *AWA Update: S. Lakshminarayanan and R. Kowalski - *Upon 2/3 vote, convene in executive session pursuant to C.G.S. Section 1-200(6)(E) to discuss matters covered by Section 1-210(b)(5)(A)(B), pertaining to trade secrets and commercial and financial information.*
10. Presentation on Issuance Test Rate Application: R. Kowalski - *Upon 2/3 vote, convene in executive session pursuant to G.S. Section 1-200(6)(E) to discuss matters covered by Section 1-210(b)(5)(B), pertaining to commercial and financial information.*
 1. Consider and act on Issuance of Bonds to approve Proposed Issuance of Water System Revenue Bonds and DWSRF
 2. Consider and act on Resolution to approve Issuance Test Rate Application and submit to the Representative Policy Board

*Members of the public may attend the meeting in person or by conference call. To view meeting documents please visit www.rwater.com. For questions, contact the board office at 203-401-2515 or by email at jslubowski@rwater.com.

*RPB Member (P. Betkoski) is excused at Item 8.2.

SAFETY MOMENT

TapInto
Safety



Preventing Frostbite and Hypothermia

Frostbite causes loss of feeling and color around the face, fingers, and toes. Hypothermia is an unusually low body temperature. A body temperature below 95 degrees is an emergency. How to recognize the signs and what to do:

Frostbite

- Numbness, white or grayish-yellow skin coloring, and firm or waxy skin.

Prevention

- Go to a warm room, soak in warm water, use body heat to warm.
- **DO NOT** massage or use a heating pad

Hypothermia

- Shivering, exhaustion, confusion, memory loss, slurred speech, and drowsiness.

Prevention

- Go to a warm room. Warm the center of the body first – chest, neck, head and groin, wrap in dry warm blankets, including the head and neck.

Safety is a core company value at the Regional Water Authority .
It is our goal to reduce workplace injuries to zero.

 Regional Water Authority

**South Central Connecticut Regional Water Authority
Pension & Benefit Committee**

Minutes of the October 23, 2025 Meeting

The regular meeting of the South Central Connecticut Regional Water Authority (“RWA”) Pension & Benefit Committee took place on Thursday, October 23, 2025, at the South Central Connecticut Regional Water Authority, 90 Sargent Drive, New Haven, Connecticut, and via remote access. Chair LaMarr presided.

Present: Committee – Mss. LaMarr(R) and Sack, and Messrs. Borowy, Curseaden, and Ricozzi Management – Mss. Kowalski and Calo(R), and Messrs. Lakshminarayanan, Hill(R), and Singh
RPB – Ms. Young(R)
Morgan Stanley – Messrs. Kelliher(R), McLaughlin(R), and Pulli(R)
Staff – Mrs. Slubowski

3. MEET AS PENSION & BENEFIT COMMITTEE

The Chair called the meeting to order at 12:30 p.m.

3.1 APPROVE MINUTES

On motion made by Mr. Ricozzi and seconded by Mr. Curseaden, the Committee voted unanimously to approve the minutes of its special meeting held on July 29, 2025.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

3.2 QUARTERLY INVESTMENT PERFORMANCE REVIEW

Messrs. Kelliher, McLaughlin, and Pulli of Morgan Stanley, RWA’s Plan Advisor, reported on the Authority’s investment performance for the pension plans and the Voluntary Employees’ Beneficiary Association (VEBA), for the period ended September 30, 2025, which included:

- Market commentary
- Asset allocations
- Investment results
- Liability analysis

Mr. Kelliher reported that the market is performing well as are RWA’s plans. He noted that the Committee may want to consider a special meeting to discuss future asset allocations, inviting Angell Pension Group, the RWA’s actuary for the retirement plans.

The Committee discussed various investment alternatives, focusing on performance, risk reduction, and environmental, social, and governance (ESG) factors. Mr. Kelliher provided historical perspective and expressed his intention to explore investment opportunities specifically

related to water and clean water initiatives and environmentally sustainable practices among others for future consideration.

At 1:24 p.m., Messrs. Kelliher, McLaughlin, and Pulli withdrew from the meeting and on motion made by Mr. Ricozzi and seconded by Mr. Curseaden, the Committee voted unanimously to adjourn the meeting.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

Catherine LaMarr, Chair

(R) = Attended remotely.

UNAPPROVED



Morgan Stanley

THE KELLIHER CORBETT GROUP
AT MORGAN STANLEY

January 22, 2026

SC CT Regional Water Authority

Stephen P. Kelliher, QPFC®

Managing Director
Senior Portfolio Management Director
Corporate Client Group Director - Financial Advisor
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 **Regional Water Authority**
Tapping the Possibilities™

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AT MORGAN STANLEY

SECTION 1

Market Commentary



Data as of December 31, 2025

Index	Q1 2025	Q2 2025	Q3 2025	Q4 2025	Calendar Year 2025
Russell 3000	-4.72%	10.99%	8.18%	2.40%	17.15%
S&P 500	-4.27%	10.94%	8.12%	2.66%	17.88%
S&P 500 Equal Weighted	-0.61%	5.46%	4.84%	1.39%	11.43%

Russell 1000 Value	2.14%	3.79%	5.33%	3.81%	15.91%
Russell 1000 Growth	-9.97%	17.84%	10.51%	1.12%	18.56%
Morningstar Dividend Yield Focus	8.63%	-2.42%	5.35%	0.33%	12.03%

MSCI ACWI Ex USA	5.23%	12.03%	6.89%	5.05%	32.39%
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Bloomberg US Aggregate Bond	2.78%	1.21%	2.03%	1.10%	7.30%
Bloomberg US Govt/Credit Interm	2.42%	1.67%	1.51%	1.20%	6.97%
FTSE Treasury Bill 3-Month	1.10%	1.09%	1.11%	1.02%	4.40%

Source: Morningstar, Morgan Stanley
Past performance is no guarantee of future results. Estimates of future performance are based on assumptions that may not be realized. This material is not a solicitation of any offer to buy or sell any security or other financial instrument or to participate in any trading strategy. Please refer to important information, disclosures and qualifications at the end of this material
An investment cannot be made directly in a market index
Indices are unmanaged and investors cannot directly invest in them. Composite index results are shown for illustrative purposes and do not represent the performance of a specific investment. Past performance is no guarantee of future results. Actual results may vary. Diversification does not assure a profit or protect against loss in a declining market. Benchmark indices and blends included in this material are for informational purposes only, are provided solely as a comparison tool and may not reflect the underlying composition and/or investment objective(s) associated with the account(s). Indices are unmanaged and not available for direct investment.
Index returns do not take into account fees or other charges. Such fees and charges would reduce performance.



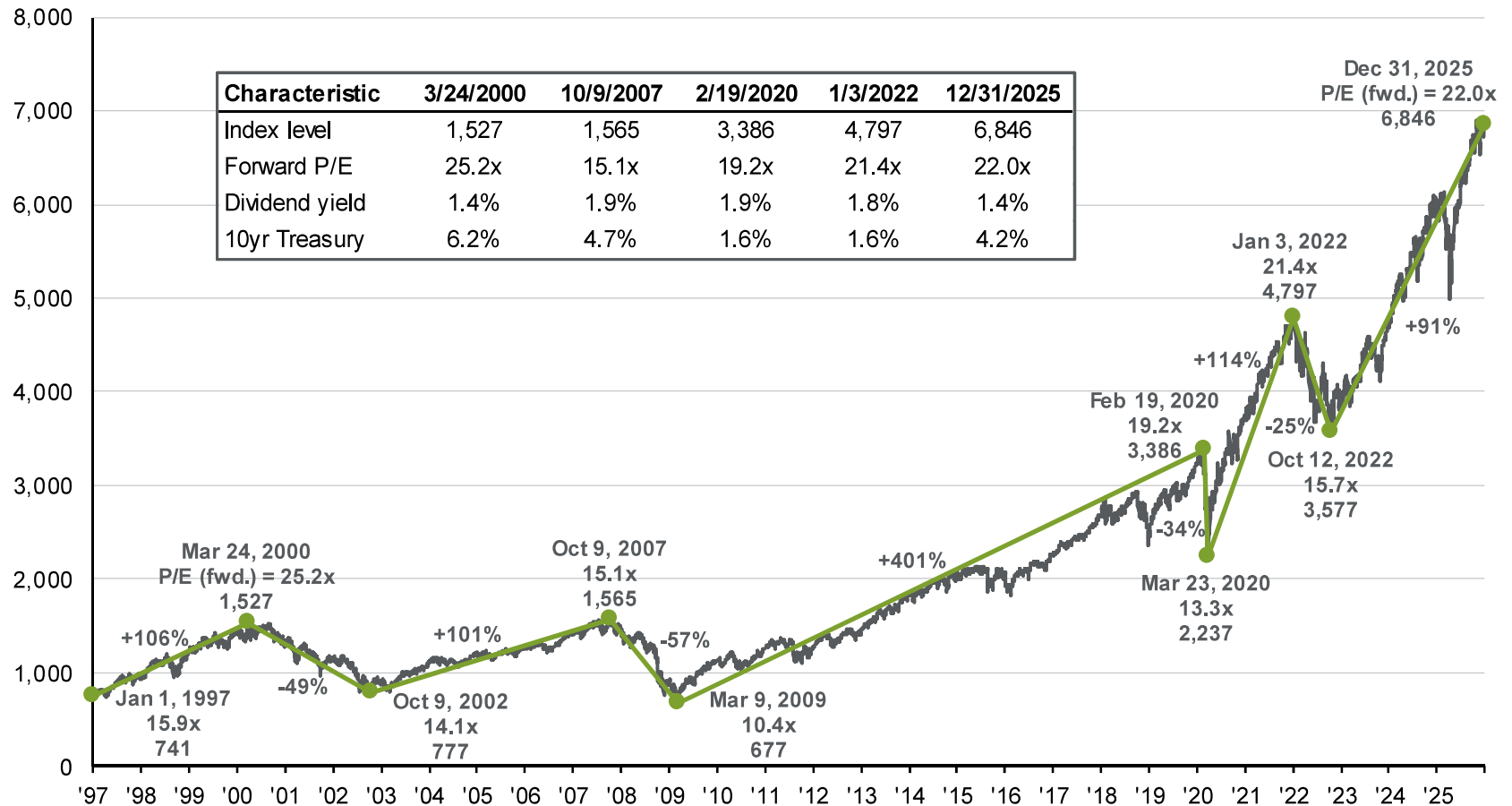
S&P 500 index at inflection points

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U.S.

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S&P 500 Price Index



Source: FactSet, Federal Reserve, Refinitiv Datastream, Standard & Poor's, J.P. Morgan Asset Management.

Dividend yield is calculated as consensus analyst estimates of dividends in the next 12 months, provided by FactSet, divided by the most recent S&P 500 index price. Forward P/E ratio is the most recent S&P 500 index price divided by consensus estimates for earnings in the next 12 months, provided by IBES since January 1997 and FactSet since January 2022. Returns are cumulative and do not include the reinvestment of dividends. Past performance is no guarantee of future results.

Guide to the Markets – U.S. Data are as of December 31, 2025.

J.P.Morgan
ASSET MANAGEMENT



S&P 500: Index concentration

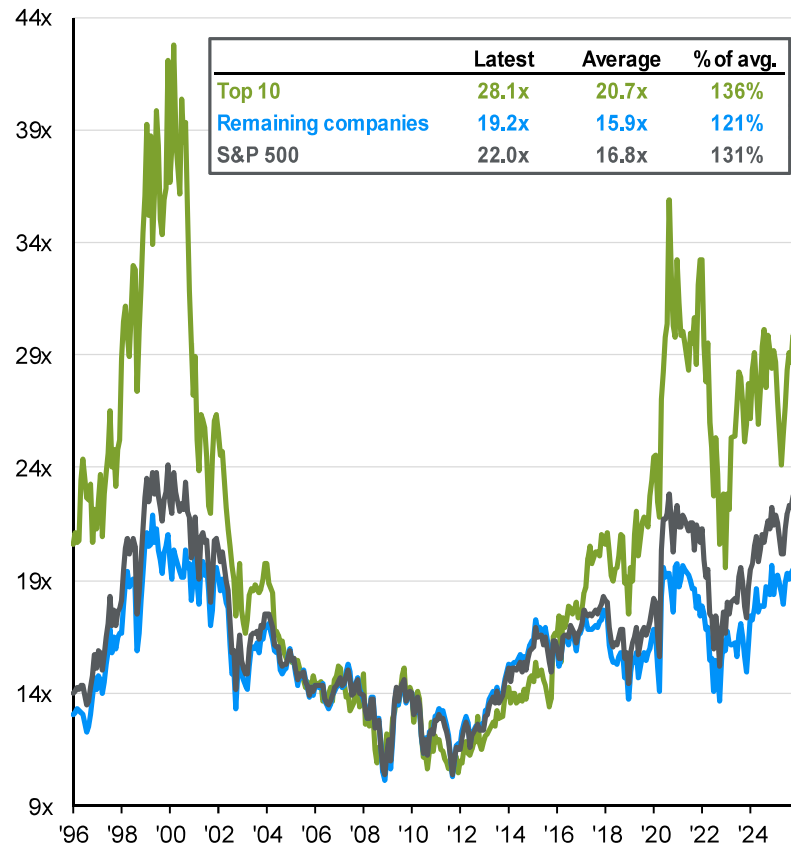
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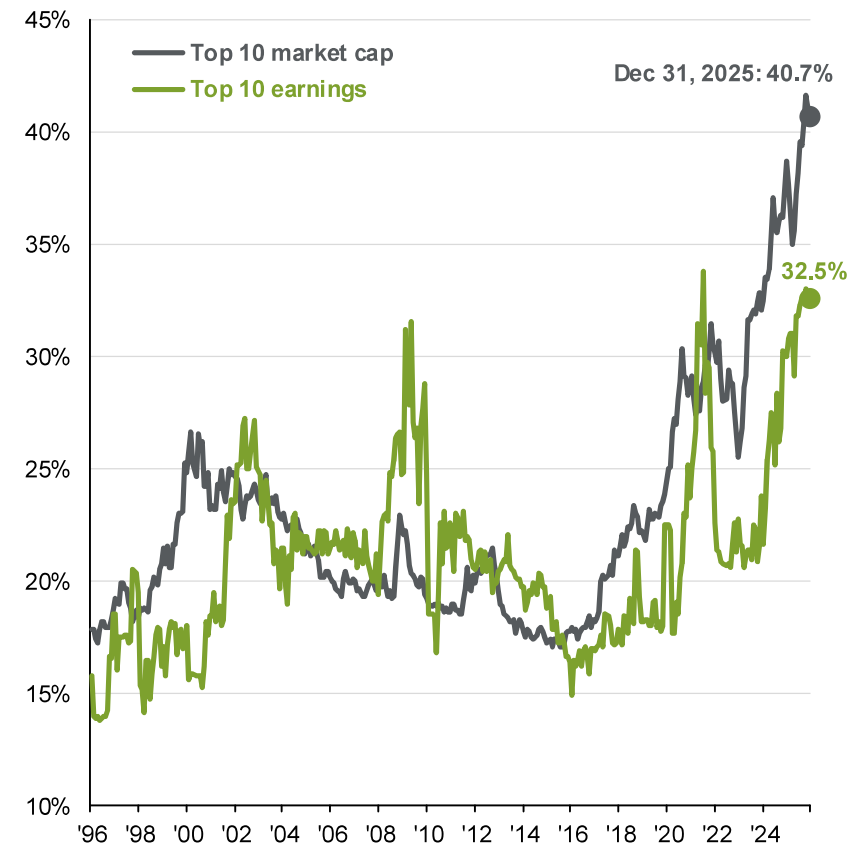
P/E of top 10 and remaining companies in S&P 500

Next 12 months



Weight of the top 10 companies in the S&P 500

% of market capitalization, % of last 12 months' earnings



Source: FactSet, Standard & Poor's, J.P. Morgan Asset Management.

Forward P/E ratio is the most recent price divided by consensus estimates for earnings in the next 12 months, provided by IBES since January 1996 and FactSet since January 2022. The remaining stocks represent the rest of the 490 companies in the S&P 500, and their P/E ratio is calculated by backing out the nominal earnings and market cap of the top 10 from that of the S&P 500.

Guide to the Markets – U.S. Data are as of December 31, 2025.



Magnificent 7: Performance, earnings and dispersion

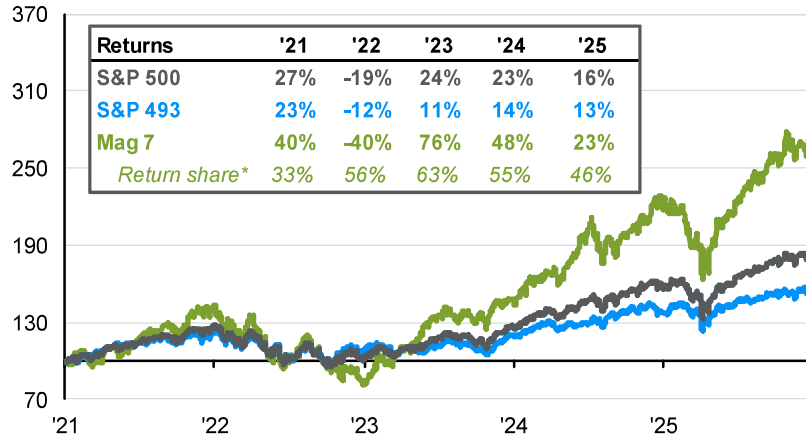
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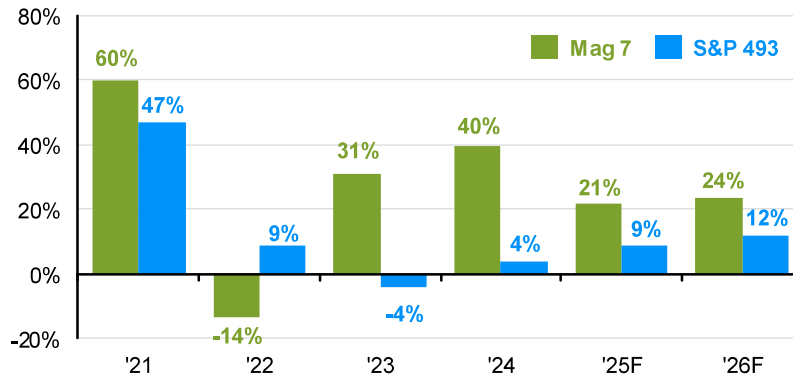
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Magnificent 7 performance in the S&P 500

Indexed to 100 on 1/1/2021, price return

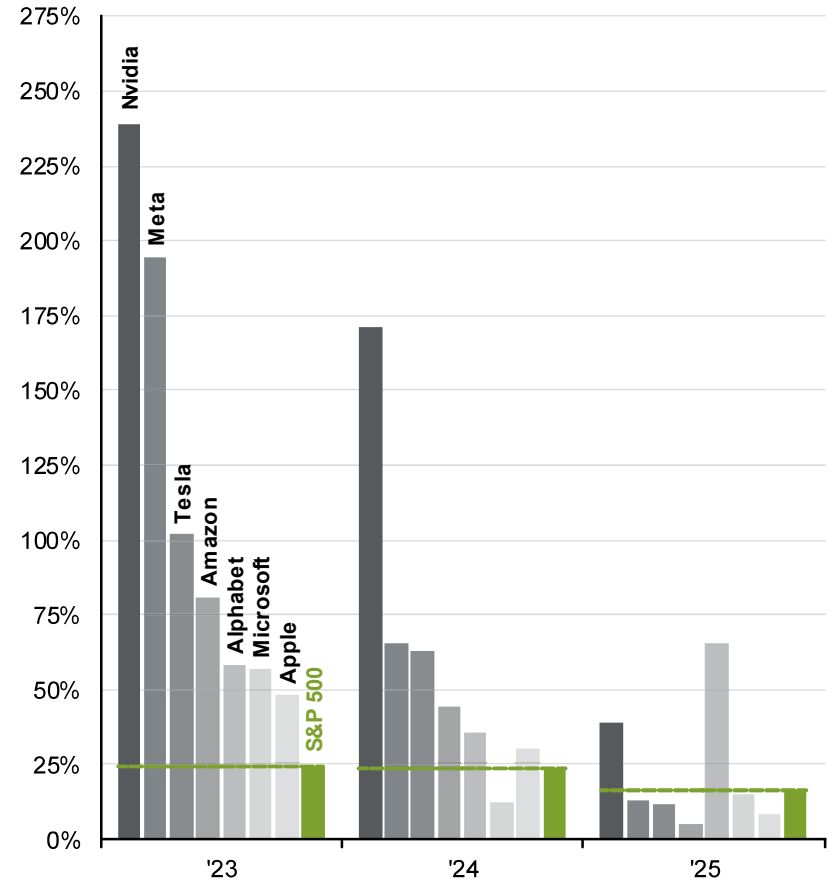


Year-over-year earnings growth



Magnificent 7 performance dispersion

Price return



Source: FactSet, Standard & Poor's, J.P. Morgan Asset Management.

Magnificent 7 (Mag 7) includes AAPL, AMZN, GOOGL/GOOG, META, MSFT, NVDA and TSLA. The S&P 500 ex-Mag 7 (S&P 493) is calculated by backing out a weighted average Mag 7 price return from the S&P 500 price return. *Share of returns represents the Mag 7's contribution to the index return. Past performance is no guarantee of future results.

Guide to the Markets – U.S. Data are as of December 31, 2025.

Markets Appear Expensive Any Way You Look at It

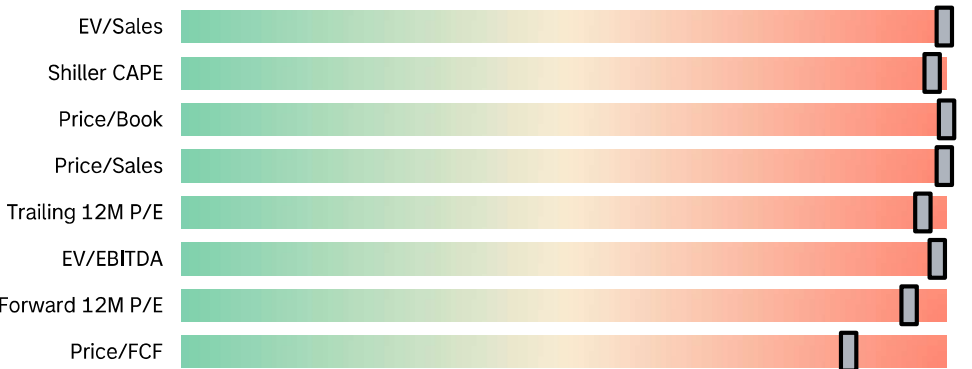
EQUITY RISK PREMIUM

AS OF DECEMBER 5, 2025



S&P 500 VALUATION PERCENTILE RANKING

AS OF DECEMBER 8, 2025



BUFFETT INDICATOR: MARKET CAP TO GDP RATIO

AS OF DECEMBER 5, 2025



Source: Morgan Stanley Wealth Management GIO, Bloomberg, Strategas. Equity risk premium is the excess return that an individual stock or the overall stock market provides over a risk-free rate. The risk-free rate represents the interest an investor would expect from an absolutely risk-free investment over a specified period of time.

Past performance is no guarantee of future results. Estimates of future performance are based on assumptions that may not be realized. This material is not a solicitation of any offer to buy or sell any security or other financial instrument or to participate in any trading strategy. Please refer to important information, disclosures and qualifications at the end of this material.



Yield curve

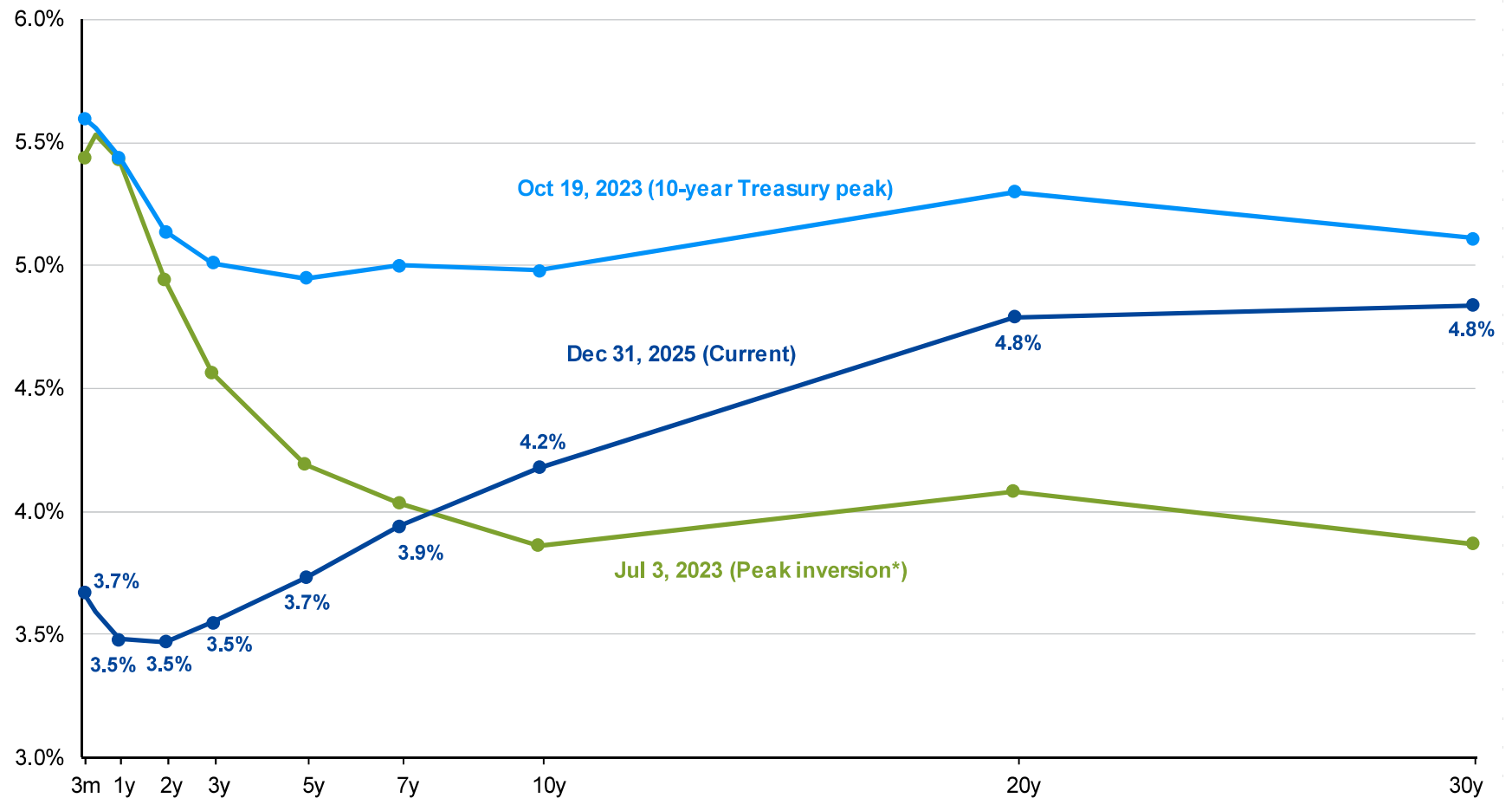
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Fixed Income

U.S. Treasury yield curve



Source: FactSet, Federal Reserve, J.P. Morgan Asset Management.
Analysis references data back to 2020. *Peak inversion is measured by the spread between the yield on a 10-year Treasury and 2-year Treasury.
Guide to the Markets - U.S. Data are as of December 31, 2025.

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ASSET MANAGEMENT

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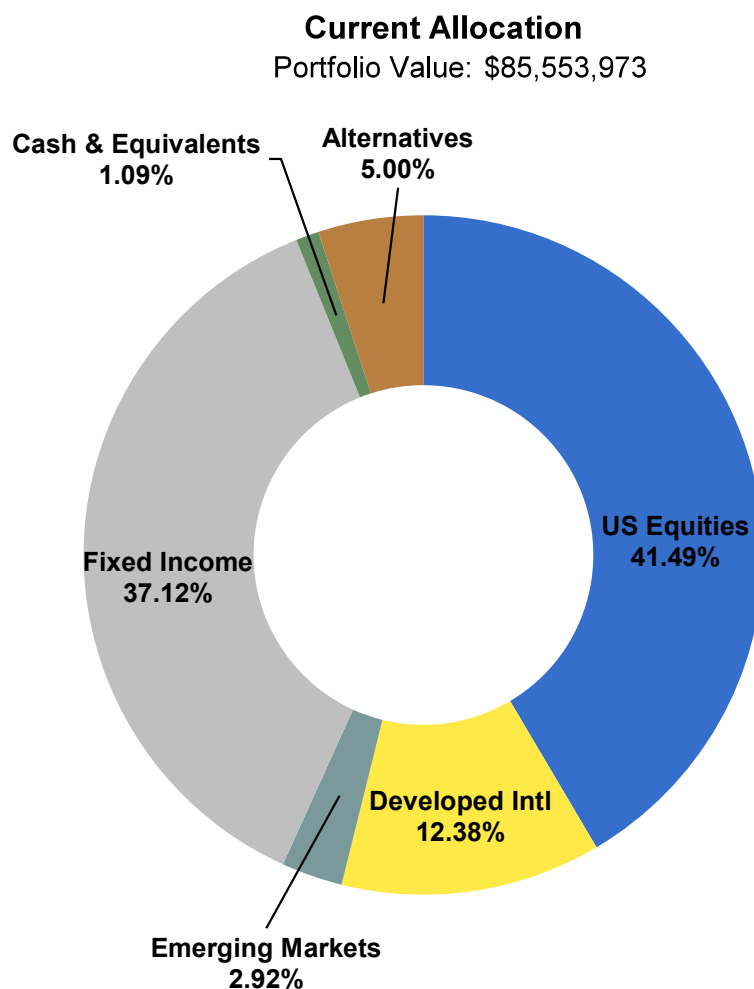
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SECTION 2

Asset Allocation & Investment Matrices



SCCT Regional Water Authority - Salary & Union Plans



Total Equity
56.79%

% of Total Equity

US Equity = 73.05%
Intl Equity = 26.95%

% of Intl Equity

Developed Intl = 80.92%
Emerging Markets = 19.08%

Sal & Uni Overall Style Analysis*

Value = 35.15%
Core = 43.26%
Growth = 21.59%

Sal & Uni US Style Analysis*

Value = 39.82%
Core = 43.25%
Growth = 16.93%

Russell 3000 Style Analysis*

Value = 28.26%
Core = 47.04%
Growth = 24.70%

Assets as of 12/31/2025

Asset Allocation does not assure a profit or protect against loss in declining financial markets

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*Equity Style Analysis provided by Morningstar "Asset Scan"

Data Source: Morgan Stanley & Morningstar

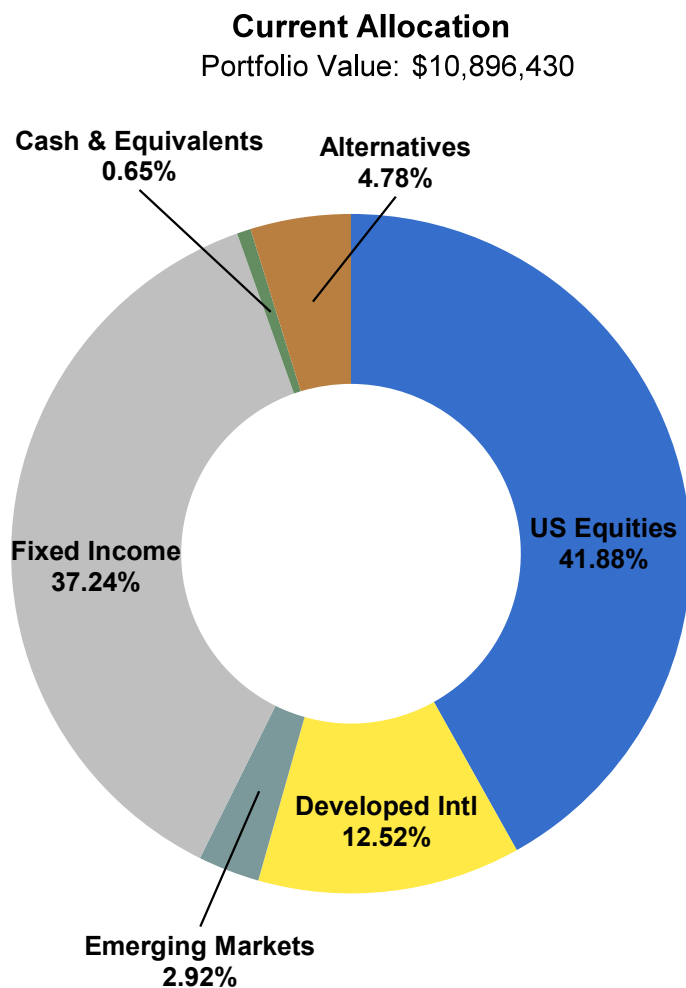
SCCT Regional Water Authority - Salary & Union Plans
Asset Allocation Matrix Summary
As of 12/31/2025

Benchmark vs Actual			
	Benchmark	Actual	+/-
Russell 3000	42.00%	41.96%	-0.04%
MSCI ACWI ex US	15.00%	14.91%	-0.09%
Bloomberg US Aggregate	31.00%	37.04%	6.04%
FTSE WGBI	3.00%	0.00%	-3.00%
HFRI FOF	5.00%	4.01%	-0.99%
Global Real Estate	2.00%	0.99%	-1.01%
Cash & Equivalents/T-Bills	2.00%	1.09%	-0.91%
Total	100.00%	100.00%	0.00%

Cash & Equivalents/T-Bills: Any Government Security with less than 1 year to maturity

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SCCT Regional Water Authority - VEBA Plan



Total Equity	
57.32%	
% of Total Equity	
US Equity	= 73.06%
Intl Equity	= 26.94%
% of Intl Equity	
Developed Intl	= 81.08%
Emerging Markets	= 18.92%
VEBA Overall Style Analysis*	
Value	= 35.78%
Core	= 42.89%
Growth	= 21.33%
VEBA US Style Analysis*	
Value	= 40.70%
Core	= 42.81%
Growth	= 16.49%
Russell 3000 Style Analysis*	
Value	= 28.26%
Core	= 47.04%
Growth	= 24.70%

Assets as of 12/31/2025

Asset Allocation does not assure a profit or protect against loss in declining financial markets

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*Equity Style Analysis provided by Morningstar "Asset Scan"

Data Source: Morgan Stanley & Morningstar

SCCT Regional Water Authority - VEBA Plan
Asset Allocation Matrix Summary
As of 12/31/2025

Benchmark vs Actual			
	Benchmark	Actual	+/-
Russell 3000	42.00%	42.37%	0.37%
MSCI ACWI ex US	15.00%	15.03%	0.03%
Bloomberg US Aggregate	31.00%	37.17%	6.17%
FTSE WGBI	3.00%	0.00%	-3.00%
HFRI FOF	5.00%	3.09%	-1.91%
Global Real Estate	2.00%	1.69%	-0.31%
Cash & Equivalents/T-Bills	2.00%	0.65%	-1.35%
Total	100.00%	100.00%	0.00%

Cash & Equivalents/T-Bills: Any Government Security with less than 1 year to maturity

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AT MORGAN STANLEY

SECTION 3

Investment Results



SCCT Regional Water Authority
Since Inception (Fully Invested) Investment Results
December 31, 2015 - December 31, 2025

Account Number	Account Type	Beg. Asset Value 31-Dec-2015	Net Deposits/Withdrawals	Transfers	Net Invested	Ending Asset Value 31-Dec-2025	Net \$ Gain/Loss	Gain/Loss (net) %	Gain/Loss (gross) %
447-xxx450	Salaried	\$22,078,953	\$0	\$2,893,353	\$24,972,306	\$53,506,113	\$28,533,807	7.70%	8.10%
447-xxx451	Union	\$16,143,219	\$0	(\$2,061,656)	\$14,081,564	\$32,047,860	\$17,966,296	7.76%	8.16%
447-xxx456	VEBA	\$2,919,401	\$0	\$2,236,575	\$5,155,976	\$10,896,430	\$5,740,454	7.54%	7.94%
447-xxx626	Skybridge (Salaried)	\$0	\$0	(\$153,806)	(\$153,806)	\$0	\$153,806	2.87%	2.87%
447-xxx627	Skybridge (Union)	\$0	\$0	(\$107,539)	(\$107,539)	\$0	\$107,539	2.88%	2.88%
axx15	Matrix Trust (Master Trust)**	\$0	(\$38,066)	\$38,066	\$0	\$0	\$0	-	-
axx15a	Matrix Trust (Salaried)**	\$202,978	\$1,422,843	(\$1,265,821)	\$360,000	\$360,000	\$0	-	-
axx15b	Matrix Trust (Union)**	\$147,576	(\$3,260,713)	\$3,303,136	\$190,000	\$190,000	\$0	-	-
axx16	Matrix Trust(VEBA)**	\$269,858	\$4,748,058	(\$4,882,308)	\$135,608	\$135,608	\$0	-	-
Consolidated		\$41,761,987	\$2,872,122	\$0	\$44,634,109	\$97,136,011	\$52,501,902	7.67%	8.06%

December 31, 2015 - December 31, 2025

Actuarial Assumed Rate of Return

Actuarial Assumed Rate of Return (Current): 6.75%	6.75%
Actuarial Assumed Rate of Return (Prior to 5/31/2021): 7.00%	7.00%

Guidelines/Benchmarks - Market Cap Weighted

Least Equity Risk: 34% R3000, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills	7.08%
Strategic: 42% R3000, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills	8.26%
Most Equity Risk: 44% R3000, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills	8.90%

Guidelines/Benchmarks - Equal Weighted

Least Equity Risk: 34% S&P 500 Equal Weighted, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills	6.21%
Strategic: 42% S&P 500 Equal Weighted, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills	7.17%
Most Equity Risk: 44% S&P 500 Equal Weighted, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills	7.77%

	Russell 3000	14.29%
	S&P 500	14.82%
	S&P 500 Equal Weight	11.71%
	Russell 1000 Value	10.53%
	Russell 1000	14.59%
	Russell 1000 Growth	18.13%
	Russell 2000	9.62%
	MSCI All Country World ex. US	8.41%
	MSCI EAFE	8.18%
	MSCI EM	8.42%
	Bloomberg Aggregate	2.01%
	Bloomberg Govt/Credit Intermediate	2.29%
	HFRI Fund of Funds Index	4.53%
	DJ Global World Real Estate	4.24%
	FTSE WGBI Index	0.54%
	30 Day T-Bill	2.17%

Performance for accounts held outside of Morgan Stanley are calculated using simple math

*447-xxx626 closed May 2022

*447-xxx627 closed July 2022

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Data Source: Morgan Stanley, Broadridge, Morningstar

SCCT Regional Water Authority
Trailing Seven Year Investment Results
December 31, 2018 - December 31, 2025

Account Number	Account Type	Beg. Asset Value 31-Dec-2018	Net Deposits/Withdrawals	Transfers	Net Invested	Ending Asset Value 31-Dec-2025	Net \$ Gain/Loss	Gain/Loss (net) %	Gain/Loss (gross) %
447-xxx450	Salaried	\$30,370,008	\$0	(\$1,634,204)	\$28,735,804	\$53,506,113	\$24,770,310	8.79%	9.18%
447-xxx451	Union	\$19,480,341	\$0	(\$2,638,471)	\$16,841,870	\$32,047,860	\$15,205,990	8.88%	9.27%
447-xxx456	VEBA	\$5,904,957	\$0	(\$38,568)	\$5,866,388	\$10,896,430	\$5,030,041	8.64%	9.03%
447-xxx626	Skybridge (Salaried)	\$630,172	\$0	(\$704,240)	(\$74,069)	\$0	\$74,069	1.60%	1.60%
447-xxx627	Skybridge (Union)	\$423,144	\$0	(\$472,852)	(\$49,708)	\$0	\$49,708	1.60%	1.60%
axx15	Matrix Trust (Master Trust)**	\$0	(\$38,066)	\$38,066	\$0	\$0	\$0	-	-
axx15a	Matrix Trust (Salaried)**	\$500,000	(\$3,540,210)	\$3,400,210	\$360,000	\$360,000	\$0	-	-
axx15b	Matrix Trust (Union)**	\$350,000	(\$4,068,106)	\$3,908,106	\$190,000	\$190,000	\$0	-	-
axx16	Matrix Trust(VEBA)**	\$284,962	\$1,708,692	(\$1,858,046)	\$135,608	\$135,608	\$0	-	-
Consolidated		\$57,943,584	(\$5,937,690)	\$0	\$52,005,894	\$97,136,011	\$45,130,117	8.74%	9.12%

December 31, 2018 - December 31, 2025

Actuarial Assumed Rate of Return

Actuarial Assumed Rate of Return (Current): 6.75%	6.75%
Actuarial Assumed Rate of Return (Prior to 5/31/2021): 7.00%	7.00%

Guidelines/Benchmarks - Market Cap Weighted

Least Equity Risk: 34% R3000, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills	8.21%
Strategic: 42% R3000, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills	9.57%
Most Equity Risk: 44% R3000, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills	10.48%

Guidelines/Benchmarks - Equal Weighted

Least Equity Risk: 34% S&P 500 Equal Weighted, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills	7.08%
Strategic: 42% S&P 500 Equal Weighted, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills	8.18%
Most Equity Risk: 44% S&P 500 Equal Weighted, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills	9.02%

	Russell 3000	16.64%
	S&P 500	17.29%
	S&P 500 Equal Weight	13.32%
	Russell 1000 Value	12.10%
	Russell 1000	17.03%
	Russell 1000 Growth	21.25%
	Russell 2000	10.60%
	MSCI All Country World ex. US	10.15%
	MSCI EAFE	10.54%
	MSCI EM	8.06%
	Bloomberg Aggregate	1.99%
	Bloomberg Govt/Credit Intermediate	2.54%
	HFRI Fund of Funds Index	6.42%
	DJ Global World Real Estate	4.10%
	FTSE WGBI Index	-0.37%
	30 Day T-Bill	2.70%

Performance for accounts held outside of Morgan Stanley are calculated using simple math

*447-xxx626 closed May 2022

*447-xxx627 closed July 2022

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Data Source: Morgan Stanley, Broadridge, Morningstar

SCCT Regional Water Authority
Trailing Five Year Investment Results
December 31, 2020 - December 31, 2025

Account Number	Account Type	Beg. Asset Value 31-Dec-2020	Net Deposits/Withdrawals	Transfers	Net Invested	Ending Asset Value 31-Dec-2025	Net \$ Gain/Loss	Gain/Loss (net) %	Gain/Loss (gross) %
447-xxx450	Salaried	\$40,737,707	\$0	(\$2,200,744)	\$38,536,963	\$53,506,113	\$14,969,150	6.51%	6.88%
447-xxx451	Union	\$25,201,563	\$0	(\$2,228,653)	\$22,972,910	\$32,047,860	\$9,074,950	6.63%	7.00%
447-xxx456	VEBA	\$8,388,467	\$0	(\$559,263)	\$7,829,204	\$10,896,430	\$3,067,226	6.36%	6.73%
447-xxx626	Skybridge (Salaried)	\$624,695	\$0	(\$704,240)	(\$79,545)	\$0	\$79,545	2.43%	2.43%
447-xxx627	Skybridge (Union)	\$419,473	\$0	(\$472,852)	(\$53,379)	\$0	\$53,379	2.43%	2.43%
axx15	Matrix Trust (Master Trust)**	\$0	(\$38,066)	\$38,066	\$0	\$0	\$0	-	-
axx15a	Matrix Trust (Salaried)**	\$173,424	(\$3,495,668)	\$3,682,244	\$360,000	\$360,000	\$0	-	-
axx15b	Matrix Trust (Union)**	\$102,411	(\$3,173,910)	\$3,261,499	\$190,000	\$190,000	\$0	-	-
axx16	Matrix Trust(VEBA)**	\$579,055	\$372,608	(\$816,056)	\$135,608	\$135,608	\$0	-	-
Consolidated		\$76,226,796	(\$6,335,035)	\$0	\$69,891,761	\$97,136,011	\$27,244,250	6.54%	6.91%

December 31, 2020 - December 31, 2025

Actuarial Assumed Rate of Return

Actuarial Assumed Rate of Return (Current): 6.75%	6.75%
Actuarial Assumed Rate of Return (Prior to 5/31/2021): 7.00%	7.00%

Guidelines/Benchmarks - Market Cap Weighted

Least Equity Risk: 34% R3000, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills	5.61%
Strategic: 42% R3000, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills	6.86%
Most Equity Risk: 44% R3000, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills	7.88%

Guidelines/Benchmarks - Equal Weighted

Least Equity Risk: 34% S&P 500 Equal Weighted, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills	4.71%
Strategic: 42% S&P 500 Equal Weighted, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills	5.74%
Most Equity Risk: 44% S&P 500 Equal Weighted, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills	6.71%

Russell 3000	13.15%
S&P 500	14.42%
S&P 500 Equal Weight	10.48%
Russell 1000 Value	11.33%
Russell 1000	13.59%
Russell 1000 Growth	15.32%
Russell 2000	6.09%
MSCI All Country World ex. US	7.91%
MSCI EAFE	8.92%
MSCI EM	4.20%
Bloomberg Aggregate	-0.36%
Bloomberg Govt/Credit Intermediate	0.96%
HFRI Fund of Funds Index	5.16%
DJ Global World Real Estate	2.41%
FTSE WGBI Index	-3.53%
30 Day T-Bill	3.25%

Performance for accounts held outside of Morgan Stanley are calculated using simple math

*447-xxx626 closed May 2022

*447-xxx627 closed July 2022

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Data Source: Morgan Stanley, Broadridge, Morningstar

SCCT Regional Water Authority
Trailing Three Year Investment Results
December 31, 2022 - December 31, 2025

Account Number	Account Type	Beg. Asset Value 31-Dec-2022	Net Deposits/Withdrawals	Transfers	Net Invested	Ending Asset Value 31-Dec-2025	Net \$ Gain/Loss	Gain/Loss (net) %	Gain/Loss (gross) %
447-xxx450	Salaried	\$39,989,740	\$0	(\$2,672,532)	\$37,317,208	\$53,506,113	\$16,188,905	12.16%	12.55%
447-xxx451	Union	\$23,779,677	\$0	(\$1,500,185)	\$22,279,493	\$32,047,860	\$9,768,367	12.34%	12.73%
447-xxx456	VEBA	\$8,443,859	\$0	(\$959,263)	\$7,484,596	\$10,896,430	\$3,411,833	12.20%	12.59%
axx15	Matrix Trust (Master Trust)**	\$0	(\$38,066)	\$38,066	\$0	\$0	\$0	-	-
axx15a	Matrix Trust (Salaried)**	\$46,129	(\$2,815,165)	\$3,129,036	\$360,000	\$360,000	\$0	-	-
axx15b	Matrix Trust (Union)**	\$15,732	(\$1,654,810)	\$1,829,078	\$190,000	\$190,000	\$0	-	-
axx16	Matrix Trust(VEBA)**	\$584,218	(\$584,410)	\$135,800	\$135,608	\$135,608	\$0	-	-
Consolidated		\$72,859,355	(\$5,092,450)	\$0	\$67,766,905	\$97,136,011	\$29,369,106	12.23%	12.61%

December 31, 2022 - December 31, 2025

Actuarial Assumed Rate of Return

Actuarial Assumed Rate of Return (Current): 6.75% 6.75%

Guidelines/Benchmarks - Market Cap Weighted

Least Equity Risk: 34% R3000, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills 12.36%
Strategic: 42% R3000, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills 14.15%
Most Equity Risk: 44% R3000, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills 15.11%

Guidelines/Benchmarks - Equal Weighted

Least Equity Risk: 34% S&P 500 Equal Weighted, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills 9.13%
Strategic: 42% S&P 500 Equal Weighted, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills 10.17%
Most Equity Risk: 44% S&P 500 Equal Weighted, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills 10.93%

Russell 3000	22.25%
S&P 500	23.01%
S&P 500 Equal Weight	12.76%
Russell 1000 Value	13.90%
Russell 1000	22.74%
Russell 1000 Growth	31.15%
Russell 2000	13.73%
MSCI All Country World ex. US	17.33%
MSCI EAFE	17.22%
MSCI EM	16.40%
Bloomberg Aggregate	4.66%
Bloomberg Govt/Credit Intermediate	5.06%
HFRI Fund of Funds Index	8.56%
DJ Global World Real Estate	7.06%
FTSE WGBI Index	3.19%
30 Day T-Bill	4.95%

Performance for accounts held outside of Morgan Stanley are calculated using simple math

*447-xxx626 closed May 2022

*447-xxx627 closed July 2022

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Data Source: Morgan Stanley, Broadridge, Morningstar

SCCT Regional Water Authority

2025 Investment Results

December 31, 2024 - December 31, 2025

Account Number	Account Type	Beg. Asset Value 31-Dec-2024	Net Deposits/Withdrawals	Transfers	Net Invested	Ending Asset Value 31-Dec-2025	Net \$ Gain/Loss	Gain/Loss (net) %	Gain/Loss (gross) %
447-xxx450	Salaried	\$49,083,979	\$0	(\$2,372,017)	\$46,711,961	\$53,506,113	\$6,794,152	14.31%	14.68%
447-xxx451	Union	\$29,071,284	\$0	(\$1,183,325)	\$27,887,959	\$32,047,860	\$4,159,901	14.66%	15.02%
447-xxx456	VEBA	\$10,430,659	\$0	(\$959,263)	\$9,471,396	\$10,896,430	\$1,425,033	14.36%	14.72%
axx15a	Matrix Trust (Salaried)**	\$110,235	(\$2,260,804)	\$2,510,569	\$360,000	\$360,000	\$0	-	-
axx15b	Matrix Trust (Union)**	\$15,856	(\$1,155,335)	\$1,329,479	\$190,000	\$190,000	\$0	-	-
axx16	Matrix Trust(VEBA)**	\$475,052	(\$1,014,001)	\$674,557	\$135,608	\$135,608	\$0	-	-
Consolidated		\$89,187,065	(\$4,430,141)	\$0	\$84,756,924	\$97,136,011	\$12,379,087	14.43%	14.80%

December 31, 2024 - December 31, 2025

Actuarial Assumed Rate of Return

Actuarial Assumed Rate of Return (Current): 6.75% x (12/12)		6.75%
Guidelines/Benchmarks - Market Cap Weighted		
Least Equity Risk: 34% R3000, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills		13.68%
Strategic: 42% R3000, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills		15.37%
Most Equity Risk: 44% R3000, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills		16.22%
Guidelines/Benchmarks - Equal Weighted		
Least Equity Risk: 34% S&P 500 Equal Weighted, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills		11.73%
Strategic: 42% S&P 500 Equal Weighted, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills		12.96%
Most Equity Risk: 44% S&P 500 Equal Weighted, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills		13.70%
	Russell 3000	17.15%
	S&P 500	17.88%
	S&P 500 Equal Weight	11.43%
	Russell 1000 Value	15.91%
	Russell 1000	17.37%
	Russell 1000 Growth	18.56%
	Russell 2000	12.81%
	MSCI All Country World ex. US	32.39%
	MSCI EAFE	31.22%
	MSCI EM	33.57%
	Bloomberg Aggregate	7.30%
	Bloomberg Govt/Credit Intermediate	6.97%
	HFRI Fund of Funds Index	10.52%
	DJ Global World Real Estate	10.06%
	FTSE WGBI Index	7.55%
	30 Day T-Bill	4.35%

Performance for accounts held outside of Morgan Stanley are calculated using simple math

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Data Source: Morgan Stanley, Broadridge, Morningstar

SCCT Regional Water Authority
Fiscal Year Investment Results
May 31, 2025 - December 31, 2025

Account Number	Account Type	Beg. Asset Value 31-May-2025	Net Deposits/Withdrawals	Transfers	Net Invested	Ending Asset Value 31-Dec-2025	Net \$ Gain/Loss	Gain/Loss (net) %	Gain/Loss (gross) %
447-xxx450	Salaried	\$49,017,071	\$0	(\$555,684)	\$48,461,387	\$53,506,113	\$5,044,726	10.26%	10.46%
447-xxx451	Union	\$29,351,898	\$0	(\$365,295)	\$28,986,603	\$32,047,860	\$3,061,257	10.42%	10.62%
447-xxx456	VEBA	\$10,274,642	\$0	(\$443,321)	\$9,831,321	\$10,896,430	\$1,065,109	10.41%	10.61%
axx15a	Matrix Trust (Salaried)**	\$818,305	(\$1,101,990)	\$643,685	\$360,000	\$360,000	\$0	-	-
axx15b	Matrix Trust (Union)**	\$448,410	(\$678,697)	\$420,286	\$190,000	\$190,000	\$0	-	-
axx16	Matrix Trust(VEBA)**	\$62,447	(\$227,168)	\$300,329	\$135,608	\$135,608	\$0	-	-
Consolidated		\$89,972,773	(\$2,007,854)	\$0	\$87,964,919	\$97,136,011	\$9,171,092	10.33%	10.53%

May 31, 2025 - December 31, 2025		
Actuarial Assumed Rate of Return		
Actuarial Assumed Rate of Return (Current): 6.75% x (7/12)		3.94%
Guidelines/Benchmarks - Market Cap Weighted		
Least Equity Risk: 34% R3000, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills		10.20%
Strategic: 42% R3000, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills		11.43%
Most Equity Risk: 44% R3000, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills		12.23%
Guidelines/Benchmarks - Equal Weighted		
Least Equity Risk: 34% S&P 500 Equal Weighted, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills		8.01%
Strategic: 42% S&P 500 Equal Weighted, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills		8.72%
Most Equity Risk: 44% S&P 500 Equal Weighted, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills		9.40%
	Russell 3000	16.40%
	S&P 500	16.64%
	S&P 500 Equal Weight	9.95%
	Russell 1000 Value	13.08%
	Russell 1000	16.20%
	Russell 1000 Growth	18.88%
	Russell 2000	21.10%
	MSCI All Country World ex. US	16.10%
	MSCI EAFE	12.28%
	MSCI EM	22.84%
	Bloomberg Aggregate	4.74%
	Bloomberg Govt/Credit Intermediate	3.82%
	HFRI Fund of Funds Index	9.25%
	DJ Global World Real Estate	4.08%
	FTSE WGBI Index	2.13%
	30 Day T-Bill	2.49%

Performance for accounts held outside of Morgan Stanley are calculated using simple math

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Data Source: Morgan Stanley, Broadridge, Morningstar

SCCT Regional Water Authority
Fourth Quarter Investment Results
September 30, 2025 - December 31, 2025

Account Number	Account Type	Beg. Asset Value 30-Sep-2025	Net Deposits/Withdrawals	Transfers	Net Invested	Ending Asset Value 31-Dec-2025	Net \$ Gain/Loss	Gain/Loss (net) %	Gain/Loss (gross) %
447-xxx450	Salaried	\$52,735,889	\$0	(\$377,355)	\$52,358,534	\$53,506,113	\$1,147,579	2.17%	2.25%
447-xxx451	Union	\$31,704,224	\$0	(\$350,552)	\$31,353,672	\$32,047,860	\$694,188	2.20%	2.28%
447-xxx456	VEBA	\$11,112,815	\$0	(\$456,117)	\$10,656,698	\$10,896,430	\$239,732	2.21%	2.29%
axx15a	Matrix Trust (Salaried)**	\$348,947	(\$425,146)	\$436,200	\$360,000	\$360,000	\$0	-	-
axx15b	Matrix Trust (Union)**	\$86,111	(\$283,336)	\$387,226	\$190,000	\$190,000	\$0	-	-
axx16	Matrix Trust(VEBA)**	\$23,279	(\$248,269)	\$360,598	\$135,608	\$135,608	\$0	-	-
Consolidated		\$96,011,264	(\$956,752)	\$0	\$95,054,512	\$97,136,011	\$2,081,499	2.19%	2.27%

September 30, 2025 - December 31, 2025

Actuarial Assumed Rate of Return

Actuarial Assumed Rate of Return (Current): 6.75% x (3/12)		1.69%
Guidelines/Benchmarks - Market Cap Weighted		
Least Equity Risk: 34% R3000, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills		2.10%
Strategic: 42% R3000, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills		2.26%
Most Equity Risk: 44% R3000, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills		2.47%
Guidelines/Benchmarks - Equal Weighted		
Least Equity Risk: 34% S&P 500 Equal Weighted, 11% MSCI ACWxUS, 39% Bloomberg Agg, 4% FTSE WGBI, 9% HFRI FOF, 1% Global RE, 2% T-Bills		1.75%
Strategic: 42% S&P 500 Equal Weighted, 15% MSCI ACWxUS, 31% Bloomberg Agg, 3% FTSE WGBI, 5% HFRI FOF, 2% Global RE, 2% T-Bills		1.84%
Most Equity Risk: 44% S&P 500 Equal Weighted, 16% MSCI ACWxUS, 16% Bloomberg Agg, 2% FTSE WGBI, 15% HFRI FOF, 5% Global RE, 2% T-Bills		2.03%
	Russell 3000	2.40%
	S&P 500	2.66%
	S&P 500 Equal Weight	1.39%
	Russell 1000 Value	3.81%
	Russell 1000	2.41%
	Russell 1000 Growth	1.12%
	Russell 2000	2.19%
	MSCI All Country World ex. US	5.05%
	MSCI EAFE	4.86%
	MSCI EM	4.73%
	Bloomberg Aggregate	1.10%
	Bloomberg Govt/Credit Intermediate	1.20%
	HFRI Fund of Funds Index	3.18%
	DJ Global World Real Estate	-1.33%
	FTSE WGBI Index	0.11%
	30 Day T-Bill	1.02%

Performance for accounts held outside of Morgan Stanley are calculated using simple math

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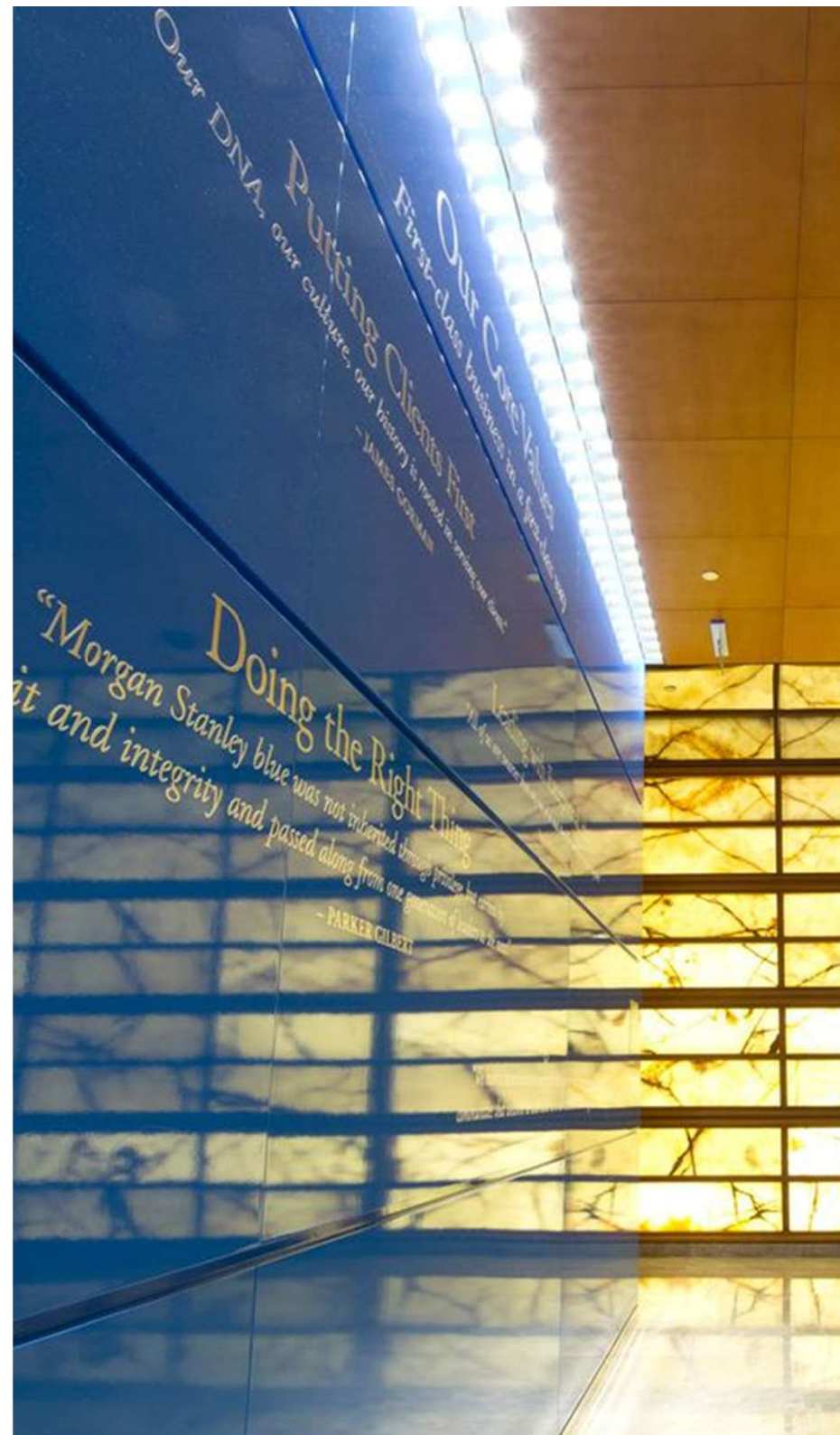
Data Source: Morgan Stanley, Broadridge, Morningstar

Morgan Stanley

THE KELLIHER CORBETT GROUP
AT MORGAN STANLEY

SECTION 4

Appendix



Mutual Funds/ETFs

Results													
		Morningstar	Market Returns (%)								\$	% of	
Data as of 12/31/2025		Category	3 Month	YTD	1-Yr	3-Yr	5-Yr	10-Yr		Assets	Total		
Cash & Equivalents													
Cash & Equivalents			-	-	-	-	-	-		\$ 1,007,960	1.05%		
Fixed Income													
Vanguard Short-Term Treasury ETF	Short Government	1.12	5.11		5.11		4.48		1.72		1.79	\$ 206,142	0.21%
Cat: Short Government	Short Government	1.16	5.08		5.08		4.55		1.49		1.70		
Guggenheim Limited Duration Instl	Short-Term Bond	1.33	5.99		5.99		6.41		2.94		3.27	\$ 336,310	0.35%
Vanguard Short-Term Bond ETF	Short-Term Bond	1.15	6.05		6.05		4.90		1.54		2.12	\$ 215,939	0.22%
Cat: Short-Term Bond	Short-Term Bond	1.14	5.96		5.96		5.56		2.24		2.51		
Vanguard Interim-Term Bond ETF	Intermediate Core Bond	1.13	8.62		8.62		5.39		-0.17		2.49	\$ 2,352,365	2.44%
iShares Core US Aggregate Bond ETF	Intermediate Core Bond	1.00	7.19		7.19		4.69		-0.38		1.97	\$ 655,712	0.68%
Cat: Intermediate Core Bond	Intermediate Core Bond	1.02	7.07		7.07		4.81		-0.31		2.00		
Fidelity Total Bond ETF	Intermediate Core-Plus Bond	0.95	7.58		7.58		5.57		0.46		3.10	\$ 3,198,193	3.32%
Loomis Sayles Core Plus Bond Y	Intermediate Core-Plus Bond	0.96	8.09		8.09		4.94		-0.12		3.01	\$ 2,033,072	2.11%
Cat: Intermediate Core-Plus Bond	Intermediate Core-Plus Bond	1.03	7.33		7.33		5.38		0.18		2.52		
PIMCO Income I2	Multisector Bond	2.51	10.93		10.93		8.46		3.79		4.99	\$ 4,939,997	5.12%
Cat: Multisector Bond	Multisector Bond	1.29	7.75		7.75		7.40		2.89		4.07		
Idx: Bloomberg US Agg Bond TR USD	-	1.10	7.30		7.30		4.66		-0.36		2.01		
Idx: Bloomberg US Govt/Credit Interm TR USD	-	1.20	6.97		6.97		5.06		0.96		2.29		
Idx: FTSE WGBI USD	-	0.11	7.55		7.55		3.19		-3.53		0.54		
Sub-Total Fixed Income										\$ 13,937,731	14.45%		

 Green = exceeds peer group

 Yellow = trails peer group

 Red = fails to meet criteria (on watch/remove and/or replacement)

Orange = Fund position only held in VEBA

Assets as of 12/31/2025
See last page for important disclosure/disclaimer

Data Source: Morgan Stanley & Morningstar

Mutual Funds/ETFs

Results

	Morningstar	Market Returns (%)								\$	% of		
Data as of 12/31/2025	Category	3 Month	YTD		1-Yr		3-Yr		5-Yr		10-Yr	Assets	Total
US Equity													
Columbia Dividend Income Inst	Large Value	2.48	15.85	●	15.85	●	13.77	●	12.06	●	12.33	\$ 3,860,435	4.00%
Vanguard Value ETF	Large Value	2.95	15.27	●	15.27	●	13.47	●	12.60	●	11.67	\$ 6,695,154	6.94%
Invesco S&P 100 Equal Weight ETF	Large Value	3.49	17.67	●	17.67	●	18.69	●	13.70	●	14.02	\$ 2,860,490	2.97%
Cat: Large Value	Large Value	3.15	14.97		14.97		13.88		11.66		10.74		
Invesco S&P 500® Equal Weight ETF	Large Blend	1.34	11.22	●	11.22	●	12.54	●	10.26	●	11.47	\$ 2,866,957	2.97%
Vanguard S&P 500 ETF	Large Blend	2.65	17.84	●	17.84	●	22.97	●	14.38	●	14.78	\$ 3,367,688	3.49%
Vanguard Total Stock Market ETF	Large Blend	2.44	17.14	●	17.14	●	22.25	●	13.08	●	14.25	\$ 6,244,404	6.47%
Cat: Large Blend	Large Blend	2.21	15.54		15.54		20.08		12.67		13.32		
MFS Massachusetts Inv Gr Stk I	Large Growth	1.30	10.15	●	10.15	●	16.90	●	10.36	●	14.60	\$ 2,416,658	2.51%
Vanguard Russell 1000 Growth ETF	Large Growth	1.11	18.48	●	18.48	●	31.07	●	15.25	●	18.03	\$ 3,337,776	3.46%
Cat: Large Growth	Large Growth	0.55	16.10		16.10		27.59		11.28		15.25		
iShares Core S&P Small-Cap ETF	Small Blend	1.66	5.95	●	5.95	●	10.12	●	7.23	●	9.76	\$ 1,875,649	1.94%
Cat: Small Blend	Small Blend	1.53	7.89		7.89		11.84		7.63		9.42		
Idx: Russell 3000 TR USD	-	2.40	17.15		17.15		22.25		13.15		14.29		
Idx: S&P 500 TR USD	-	2.66	17.88		17.88		23.01		14.42		14.82		
Idx: Russell 1000 Value TR USD	-	3.81	15.91		15.91		13.90		11.33		10.53		
Idx: Russell 1000 TR USD	-	2.41	17.37		17.37		22.74		13.59		14.59		
Idx: Russell 1000 Growth TR USD	-	1.12	18.56		18.56		31.15		15.32		18.13		
Idx: Morningstar DYF TR USD	-	0.33	12.03		12.03		9.24		10.79		9.16		
Idx: Russell 2000 TR USD	-	2.19	12.81		12.81		13.73		6.09		9.62		
Sub-Total US Equity												\$ 33,525,212	34.76%

● Green = exceeds peer group

● Yellow = trails peer group

□ Red = fails to meet criteria (on watch/remove and/or replacement)

Data Source: Morgan Stanley & Morningstar

Assets as of 12/31/2025

See last page for important disclosure/disclaimer

Mutual Funds/ETFs

Results

Data as of 12/31/2025		Morningstar	Market Returns (%)							\$	% of			
Category		3 Month	YTD		1-Yr	3-Yr	5-Yr	10-Yr	Assets	Total				
Global/International Equity														
MFS Intl Diversification I	Foreign Large Blend	3.66	27.81		27.81		15.85		6.78		9.12	\$	3,411,824	3.54%
Vanguard Total International Stock ETF	Foreign Large Blend	4.51	32.23		32.23		17.14		7.98		8.55	\$	6,212,484	6.44%
Cat: Foreign Large Blend	Foreign Large Blend	4.35	30.40		30.40		16.73		8.12		8.05			
Capital Group International Focus Eq ETF	Foreign Large Growth	4.49	26.12		26.12		15.09		-		-	\$	2,817,297	2.92%
Cat: Foreign Large Growth	Foreign Large Growth	0.74	20.29		20.29		13.71		3.44		7.54			
First Eagle Global I	Global Moderately Aggressive Allocation	5.42	31.89		31.89		18.66		12.00		10.32	\$	3,896,271	4.04%
Cat: Global Moderately Aggressive Allocation	Global Moderately Aggressive Allocation	2.54	18.30		18.30		14.77		8.25		8.83			
Idx: MSCI ACWI Ex USA NR USD	-	5.05	32.39		32.39		17.33		7.91		8.41			
Idx: MSCI ACWI NR USD	-	3.29	22.34		22.34		20.65		11.19		11.72			
Idx: MSCI EAFE NR USD	-	4.86	31.22		31.22		17.22		8.92		8.18			
Idx: MSCI EM NR USD	-	4.73	33.57		33.57		16.40		4.20		8.42			
Sub-Total Global/International Equity											\$	16,337,876	16.94%	
Balanced														
Capital Group Core Balanced ETF	Moderate Allocation	2.34	15.41		15.41		-		-		-	\$	3,850,405	3.99%
Janus Henderson Balanced I	Moderate Allocation	1.68	15.01		15.01		15.28		8.43		10.14	\$	3,900,777	4.04%
Cat: Moderate Allocation	Moderate Allocation	1.96	12.50		12.50		12.90		7.25		8.35			
Idx: Bloomberg US Agg Bond TR USD	-	1.10	7.30		7.30		4.66		-0.36		2.01			
Idx: S&P 500 TR USD	-	2.66	17.88		17.88		23.01		14.42		14.82			
Sub-Total Balanced											\$	7,751,181	8.04%	
Alternative														
BlackRock Event Driven Equity Instl	Event Driven	1.61	8.43		8.43		5.30		3.55		4.81	\$	1,444,592	1.50%
Cat: Event Driven	Event Driven	1.96	9.03		9.03		6.56		3.98		4.57			
JPMorgan Hedged Equity I	Equity Hedged	2.50	7.49		7.49		13.83		9.00		9.32	\$	1,464,653	1.52%
Cat: Equity Hedged	Equity Hedged	1.38	11.19		11.19		11.92		6.57		5.79			
Cohen & Steers Realty Shares L	Real Estate	-2.69	2.82		2.82		7.26		5.72		6.33	\$	941,443	0.98%
Cat: Real Estate	Real Estate	-1.80	1.60		1.60		6.61		4.51		4.91			
Cohen & Steers Global Realty I	Global Real Estate	-0.61	10.61		10.61		7.29		3.24		4.87	\$	949,259	0.98%
Cat: Global Real Estate	Global Real Estate	-0.54	11.19		11.19		6.85		2.55		3.84			
Idx: S&P 500 TR USD	-	2.66	17.88		17.88		23.01		14.42		14.82			
Idx: Bloomberg US Agg Bond TR USD	-	1.10	7.30		7.30		4.66		-0.36		2.01			
Idx: Russell 3000 TR USD	-	2.40	17.15		17.15		22.25		13.15		14.29			
Idx: MSCI ACWI NR USD	-	3.29	22.34		22.34		20.65		11.19		11.72			
Idx: DJ Global World Real Estate TR USD	-	-1.33	10.06		10.06		7.06		2.41		4.24			
Sub-Total Alternative											\$	4,799,947	4.98%	
Total											\$	77,359,907	80.21%	

● Green = exceeds peer group
● Yellow = trails peer group
□ Red = fails to meet criteria (on watch/remove and/or replacement)
 Data Source: Morgan Stanley & Morningstar

Assets as of 12/31/2025
 See last page for important disclosure/disclaimer

Mutual Funds/ETFs

Statistics

Data as of 12/31/2025	Prospectus Net Expense Ratio	Prospectus Adj Expense Ratio	Beta 3 Yr vs. S&P or BBg Agg	Alpha 3 Yr vs. S&P or BBg Agg	Std Dev 3 Yr	R2 3 Yr vs. S&P or BBg Agg	P/E Ratio	P/B Ratio	Geo Avg Mkt Cap \$MM	Mstar Risk 5 Yr
Fixed Income										
Vanguard Short-Term Treasury ETF	0.03	0.03	0.26	-0.44	1.87	68	-	-	-	Below Avg
Cat: Short Government	0.54	0.54	0.32	-0.36	2.17	75	22.8	3.1	93752	-
Guggenheim Limited Duration Instl	0.50	0.46	0.29	1.41	1.90	88	-	-	-	Average
Vanguard Short-Term Bond ETF	0.03	0.03	0.40	0.01	2.65	85	-	-	-	Above Avg
Cat: Short-Term Bond	0.63	0.63	0.33	0.61	2.26	81	23.1	4.0	136635	-
Vanguard Inter-Term Bond ETF	0.03	0.03	1.05	0.72	6.41	99	-	-	-	High
iShares Core US Aggregate Bond ETF	0.03	0.03	1.00	0.02	6.05	100	-	-	-	Average
Cat: Intermediate Core Bond	0.54	0.54	0.97	0.13	5.93	98	-	-	-	-
Fidelity Total Bond ETF	0.36	0.36	0.97	0.86	5.93	99	-	-	-	Average
Loomis Sayles Core Plus Bond Y	0.48	0.48	1.13	0.34	6.88	99	-	-	-	Above Avg
Cat: Intermediate Core-Plus Bond	0.76	0.76	0.96	0.68	5.94	96	-	-	-	-
PIMCO Income I2	0.64	0.60	0.76	3.48	4.82	90	-	-	7563	Average
Cat: Multisector Bond	0.92	0.92	0.68	2.48	4.61	78	-	-	-	-

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Orange = Fund position only held in VEBA

The Prospectus Adjusted Operating Expense Ratio is the percentage of fund assets paid for operating expenses and management fees. The expense ratio typically includes the following types of fees: accounting, administrator, advisor, auditor, board of directors, custodial, distribution (12b-1), legal, organizational, professional, registration, shareholder reporting, sub-advisor, and transfer agency. The ratio does reflect fee waivers in effect during the time period, and does not include interest and dividends on borrowed securities. The expense ratio does not reflect the fund's brokerage costs or any investor sales charges.

Data Source: Morgan Stanley & Morningstar

Mutual Funds/ETFs

Statistics

Data as of 12/31/2025	Prospectus Net Expense Ratio	Prospectus Adj Expense Ratio	Beta 3 Yr vs. S&P or BBg Agg	Alpha 3 Yr vs. S&P or BBg Agg	Std Dev 3 Yr	R2 3 Yr vs. S&P or BBg Agg	P/E Ratio	P/B Ratio	Geo Avg Mkt Cap \$MM	Mstar Risk 5 Yr
US Equity										
Columbia Dividend Income Inst	0.65	0.65	0.72	-3.43	10.14	72	21.1	3.6	220043	Low
Vanguard Value ETF	0.04	0.04	0.78	-4.57	11.58	65	20.2	2.8	141988	Average
Invesco S&P 100 Equal Weight ETF	0.25	0.25	0.89	-1.88	11.61	85	21.8	3.6	224565	Average
Cat: Large Value	0.85	0.85	0.82	-4.83	12.25	65	19.8	2.9	171395	-
Invesco S&P 500® Equal Weight ETF	0.20	0.20	1.00	-8.86	13.75	76	22.0	2.9	46698	Above Avg
Vanguard S&P 500 ETF	0.03	0.03	1.00	-0.03	11.96	100	27.6	5.1	465428	Average
Vanguard Total Stock Market ETF	0.03	0.03	1.05	-1.32	12.56	99	26.7	4.6	291256	Average
Cat: Large Blend	0.73	0.73	0.98	-2.16	12.44	90	27.3	5.1	539433	-
MFS Massachusetts Inv Gr Stk I	0.46	0.46	1.02	-5.36	12.44	95	33.2	7.3	363298	Low
Vanguard Russell 1000 Growth ETF	0.07	0.07	1.16	4.25	14.92	86	37.2	13.3	909375	Average
Cat: Large Growth	0.90	0.90	1.21	0.73	16.16	82	35.1	9.6	717299	-
iShares Core S&P Small-Cap ETF	0.06	0.06	1.23	-13.92	19.59	56	17.3	1.8	3273	Above Avg
Cat: Small Blend	0.97	0.97	1.20	-12.07	18.49	60	17.8	2.1	5921	-

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Data Source: Morgan Stanley & Morningstar

Mutual Funds/ETFs

Statistics

Data as of 12/31/2025

	Prospectus Net Expense Ratio	Prospectus Adj Expense Ratio	Beta 3 Yr vs. S&P or BBg Agg	Alpha 3 Yr vs. S&P or BBg Agg	Std Dev 3 Yr	R2 3 Yr vs. S&P or BBg Agg	P/E Ratio	P/B Ratio	Geo Avg Mkt Cap \$MM	Mstar Risk 5 Yr
Global/International Equity										
MFS Intl Diversification I	0.83	0.83	0.94	-0.63	11.30	95	17.9	2.2	46974	Below Avg
Vanguard Total International Stock ETF	0.05	0.05	1.00	-0.18	11.87	98	17.1	2.0	40411	Below Avg
Cat: Foreign Large Blend	0.86	0.86	0.97	-0.14	12.15	88	18.6	2.3	77031	-
Capital Group International Focus Eq ETF	0.54	0.54	1.10	-2.88	13.96	86	19.0	2.8	95350	-
Cat: Foreign Large Growth	0.99	0.99	1.09	-3.92	14.38	80	22.9	3.5	89451	-
First Eagle Global I	0.86	0.86	1.00	5.58	9.91	80	19.0	2.2	76320	Below Avg
Cat: Global Moderately Aggressive Allocation	1.01	1.01	1.12	1.37	10.79	88	22.5	3.1	123468	-
Balanced										
Capital Group Core Balanced ETF	0.33	0.33	-	-	-	-	28.1	5.0	276422	-
Janus Henderson Balanced I	0.66	0.66	0.92	3.10	9.08	82	30.4	7.6	680910	Above Avg
Cat: Moderate Allocation	0.99	0.99	0.92	1.00	8.95	84	24.1	3.9	248098	-
Alternative										
BlackRock Event Driven Equity Instl	1.29	1.29	0.23	-2.98	3.64	50	21.2	3.1	22334	Average
Cat: Event Driven	1.88	1.88	0.19	-1.25	4.47	23	-	2.3	11495	-
JPMorgan Hedged Equity I	0.57	0.57	0.63	-2.03	8.04	87	27.9	5.1	486048	Average
Cat: Equity Hedged	1.19	1.19	0.56	-2.60	8.46	67	28.0	5.3	619678	Average
Cohen & Steers Realty Shares L	0.88	0.88	1.17	-13.70	16.73	63	34.4	2.5	32840	Average
Cat: Real Estate	1.10	1.10	1.16	-14.10	16.93	61	30.1	2.6	36590	-
Cohen & Steers Global Realty I	0.90	0.90	1.13	-13.19	15.74	66	24.2	1.5	19376	Average
Cat: Global Real Estate	1.07	1.07	1.08	-12.94	15.72	61	20.9	1.5	17347	-

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Data Source: Morgan Stanley & Morningstar

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Assets as of 12/31/2025

Data Source: Morningstar; as of 12/31/2025

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Other: This report does not contain information on DVP or margin rollup accounts carried by Morgan Stanley Smith Barney LLC. Also, all accounts with a mid-month daily fair market value at the total or asset class level below \$500 will have performance defaulted to 0% until month end. Please reference this account again when the account or asset class is above \$500 or at month end.

Glossary of Terms

Accrued Income: The dividends and interest earned but not yet received at both the beginning and end of each reporting period.

Advisory Account: An investment advisory relationship is designed for clients who prefer that their Financial Advisor act as an investment consultant, with their assets invested in a mutual fund asset allocation program or in a Advisory account that is directed by a professional money manager either at Morgan Stanley or at an external money management firm. There are important differences in your relationship with your Financial Advisor and Morgan Stanley in brokerage accounts and in advisory accounts. Additional information about these differences is available at <http://www.morganstanley.com/ourcommitment>

Annualized Standard Deviation: A measure of volatility, it quantifies how much a series of numbers, such as portfolio returns, deviates around its average. Since it measures the portfolio's investment volatility, the account's gross rate of return is used.

Brokerage Account: In a brokerage relationship, your Financial Advisor will work with you to facilitate the execution of securities transactions on your behalf. Your Financial Advisor also provides investor education and professional, personalized information about financial products and services in connection with these brokerage services. You can choose how you want to pay for these services and you will receive the same services regardless of which pricing option you choose. There are important differences in your relationship with your Financial Advisor and Morgan Stanley in brokerage accounts and in advisory accounts. Additional information about these differences is available at <http://www.morganstanley.com/ourcommitment>

Comparative Indices: A complete description of the comparative indices included in this Performance Report is available upon request.

Dollar-Weighted Return: Rate of return calculation methodology that reflects both the timing and magnitude of external contributions and withdrawals and measures the portfolio's performance. The return for each month is calculated as the average return on all dollars invested.

Gross Return: The return of the portfolio before the deduction of fees/commissions and other expenses.

Net Contributions/Withdrawals: The total value of capital contributed to or withdrawn from the account during the reporting period. The dollar amount represented by contribution or withdrawal transactions is excluded from the calculation of Portfolio Appreciation.

Net Invested Capital: The sum of the Total Beginning Value and the net of additional capital Contributions and Withdrawals for each reporting period.

Net Portfolio Appreciation: The total dollar gain/loss of the portfolio for each reporting period. The Net Portfolio Appreciation includes the impact of income received and is calculated as the difference between Net Invested Capital and Total Ending Value.

Net Return: The return of the portfolio for the period reduced by the amount of fees/commissions paid. The net of fees return is calculated gross of certain custody fees.

Time-Weighted Return: Rate of return calculation methodology that eliminates the impact of external contributions and withdrawals to the portfolio value and measures the manager's performance. Portfolio returns are calculated at least monthly and individual monthly returns are geometrically linked to calculate total cumulative return.

Total Beginning Value: The total market value of the portfolio, valued on a trade date basis, at the beginning of each reporting period. The Total Beginning Value includes Accrued Income.

Total Ending Value: The total market value of the portfolio, valued on a trade date basis, at the end of each reporting period. The Total Ending Value includes Accrued Income.

Weighted Average: The average in which each yield to be averaged is assigned a weight. These weightings determine the relative importance or frequency of each yield on the average.

This report is not an official account statement. The information in this report is not complete without the required disclaimer and glossary, which you should read carefully



J.P. Morgan Asset Management – Index definitions

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All indexes are unmanaged and an individual cannot invest directly in an index. Index returns do not include fees or expenses.

Equities:

The **Dow Jones Industrial Average** is a price-weighted average of 30 actively traded blue-chip U.S. stocks.

The **MSCI ACWI (All Country World Index)** is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of developed and emerging markets.

The **MSCI EAFE Index(Europe, Australasia, Far East)** is a free float-adjusted market capitalization index that is designed to measure the equity market performance of developed markets, excluding the US & Canada.

The **MSCI Emerging Markets Index** is a free float-adjusted market capitalization index that is designed to measure equity market performance in the global emerging markets.

The **MSCI Europe Index** is a free float-adjusted market capitalization index that is designed to measure developed market equity performance in Europe.

The **MSCI Pacific Index** is a free float-adjusted market capitalization index that is designed to measure equity market performance in the Pacific region.

The **Russell 1000 Index®** measures the performance of the 1,000 largest companies in the Russell 3000.

The **Russell 1000 Growth Index®** measures the performance of those Russell 1000 companies with higher price-to-book ratios and higher forecasted growth values.

The **Russell 1000 Value Index®** measures the performance of those Russell 1000 companies with lower price-to-book ratios and lower forecasted growth values.

The **Russell 2000 Index®** measures the performance of the 2,000 smallest companies in the Russell 3000 Index.

The **Russell 2000 Growth Index®** measures the performance of those Russell 2000 companies with higher price-to-book ratios and higher forecasted growth values.

The **Russell 2000 Value Index®** measures the performance of those Russell 2000 companies with lower price-to-book ratios and lower forecasted growth values.

The **Russell 3000 Index®** measures the performance of the 3,000 largest U.S. companies based on total market capitalization.

The **Russell Midcap Index®** measures the performance of the 800 smallest companies in the Russell 1000 Index.

The **Russell Midcap Growth Index®** measures the performance of those Russell Midcap companies with higher price-to-book ratios and higher forecasted growth values. The stocks are also members of the Russell 1000 Growth index.

The **Russell Midcap Value Index®** measures the performance of those Russell Midcap companies with lower price-to-book ratios and lower forecasted growth values. The stocks are also members of the Russell 1000 Value index.

The **S&P 500 Index** is widely regarded as the best single gauge of the U.S. equities market. The index includes a representative sample of 500 leading companies in leading industries of the U.S. economy. The **S&P 500 Index** focuses on the large-cap segment of the market; however, since it includes a significant portion of the total value of the market, it also represents the market.

Fixed income:

The **Bloomberg 1-3 Month U.S. Treasury Bill Index** includes all publicly issued zero-coupon US Treasury Bills that have a remaining maturity of less than 3 months and more than 1 month, are rated investment grade, and have \$250 million or more of outstanding face value. In addition, the securities must be denominated in U.S. dollars and must be fixed rate and non convertible.

The **Bloomberg Global High Yield Index** is a multi-currency flagship measure of the global high yield debt market. The index represents the union of the US High Yield, the Pan-European High Yield, and Emerging Markets (EM) Hard Currency High Yield Indices. The high yield and emerging markets sub-components are mutually exclusive. Until January 1, 2011, the index also included CMBS high yield securities.

The **Bloomberg Municipal Index** consists of a broad selection of investment-grade general obligation and revenue bonds of maturities ranging from one year to 30 years. It is an unmanaged index representative of the tax-exempt bond market.

The **Bloomberg US Dollar Floating Rate Note (FRN) Index** provides a measure of the U.S. dollar denominated floating rate note market.

The **Bloomberg US Corporate Investment Grade Index** is an unmanaged index consisting of publicly issued US Corporate and specified foreign debentures and secured notes that are rated investment grade (Baa3/BBB or higher) by at least two ratings agencies, have at least one year to final maturity and have at least \$250 million par amount outstanding. To qualify, bonds must be SEC-registered.

The **Bloomberg US High Yield Index** covers the universe of fixed rate, non-investment grade debt. Eurobonds and debt issues from countries designated as emerging markets (sovereign rating of Baa1/BBB+/BBB+ and below using the middle of Moody's, S&P, and Fitch) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included.

The **Bloomberg US Mortgage Backed Securities Index** is an unmanaged index that measures the performance of investment grade fixed-rate mortgage backed pass-through securities of GNMA, FNMA and FHLMC.

The **Bloomberg US TIPS Index** consists of Inflation-Protection securities issued by the U.S. Treasury.

The **J.P. Morgan Emerging Market Bond Global Index(EMBI)** includes U.S. dollar denominated Brady bonds, Eurobonds, traded loans and local market debt instruments issued by sovereign and quasi-sovereign entities.

The **J.P. Morgan Domestic High Yield Index** is designed to mirror the investable universe of the U.S. dollar domestic high yield corporate debt market.

The **J.P. Morgan Corporate Emerging Markets Bond Index Broad Diversified (CEMBI Broad Diversified)** is an expansion of the **J.P. Morgan Corporate Emerging Markets Bond Index (CEMBI)**. The CEMBI is a market capitalization weighted index consisting of U.S. dollar denominated emerging market corporate bonds.

The **J.P. Morgan Emerging Markets Bond Index Global Diversified (EMBI Global Diversified)** tracks total returns for U.S. dollar-denominated debt instruments issued by emerging market sovereign and quasi-sovereign entities: Brady bonds, loans, Eurobonds. The index limits the exposure of some of the larger countries.

The **J.P. Morgan GBIEM Global Diversified** tracks the performance of local currency debt issued by emerging market governments, whose debt is accessible by most of the international investor base.

The **U.S. Treasury Index** is a component of the U.S. Government index.



J.P. Morgan Asset Management – Definitions

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Other asset classes:

The **Alerian MLP Index** is a composite of the 50 most prominent energy Master Limited Partnerships (MLPs) that provides investors with an unbiased, comprehensive benchmark for the asset class.

The **Bloomberg Commodity Index** and related sub-indices are composed of futures contracts on physical commodities and represents twenty two separate commodities traded on U.S. exchanges, with the exception of aluminum, nickel, and zinc

The **Cambridge Associates U.S. Global Buyout and Growth Index®** is based on data compiled from 1,768 global (U.S. & ex -U.S.) buyout and growth equity funds, including fully liquidated partnerships, formed between 1986 and 2013.

The **CS/Tremont Hedge Fund Index** is compiled by Credit Suisse Tremont Index, LLC. It is an asset-weighted hedge fund index and includes only funds, as opposed to separate accounts. The Index uses the Credit Suisse/Tremont database, which tracks over 4500 funds, and consists only of funds with a minimum of US\$50 million under management, a 12-month track record, and audited financial statements. It is calculated and rebalanced on a monthly basis, and shown net of all performance fees and expenses. It is the exclusive property of Credit Suisse Tremont Index, LLC.

The **HFRI Monthly Indices (HFRI)** are equally weighted performance indexes, utilized by numerous hedge fund managers as a benchmark for their own hedge funds. The HFRI are broken down into 4 main strategies, each with multiple sub strategies. All single-manager HFRI Index constituents are included in the HFRI Fund Weighted Composite, which accounts for over 2200 funds listed on the internal HFR Database.

The **NAREIT EQUITY REIT Index** is designed to provide the most comprehensive assessment of overall industry performance, and includes all tax-qualified real estate investment trusts (REITs) that are listed on the NYSE, the American Stock Exchange or the NASDAQ National Market List.

The **NFI-ODCE**, short for NCREIF Fund Index -Open End Diversified Core Equity, is an index of investment returns reporting on both a historical and current basis the results of 33 open-end commingled funds pursuing a core investment strategy, some of which have performance histories dating back to the 1970s. The NFI-ODCE Index is capitalization-weighted and is reported gross of fees. Measurement is time-weighted.

Definitions:

Investing in **alternative assets** involves higher risks than traditional investments and is suitable only for sophisticated investors. Alternative investments involve greater risks than traditional investments and should not be deemed a complete investment program. They are not tax efficient and an investor should consult with his/her tax advisor prior to investing. Alternative investments have higher fees than traditional investments and they may also be highly leveraged and engage in speculative investment techniques, which can magnify the potential for investment loss or gain. The value of the investment may fall as well as rise and investors may get back less than they invested.

Bonds are subject to interest rate risks. Bond prices generally fall when interest rates rise.

Investments in **commodities** may have greater volatility than investments in traditional securities, particularly if the instruments involve leverage. The value of commodity-linked derivative instruments may be affected by changes in overall market movements, commodity index volatility, changes in interest rates, or factors affecting a particular industry or commodity, such as drought, floods, weather, livestock disease, embargoes, tariffs and international economic, political and regulatory developments. Use of leveraged commodity-linked derivatives creates an opportunity for increased return but, at the same time, creates the possibility for greater loss.

Derivatives may be riskier than other types of investments because they may be more sensitive to changes in economic or market conditions than other types of investments and could result in losses that significantly exceed the original investment. The use of derivatives may not be successful, resulting in investment losses, and the cost of such strategies may reduce investment returns.

Distressed Restructuring Strategies employ an investment process focused on corporate fixed income instruments, primarily on corporate credit instruments of companies trading at significant discounts to their value at issuance or obliged (par value) at maturity as a result of either formal bankruptcy proceeding or financial market perception of near term proceedings.

Investments in **emerging markets** can be more volatile. The normal risks of investing in foreign countries are heightened when investing in emerging markets. In addition, the small size of securities markets and the low trading volume may lead to a lack of liquidity, which leads to increased volatility. Also, emerging markets may not provide adequate legal protection for private or foreign investment or private property.

The price of **equity** securities may rise, or fall because of changes in the broad market or changes in a company's financial condition, sometimes rapidly or unpredictably. These price movements may result from factors affecting individual companies, sectors or industries, or the securities market as a whole, such as changes in economic or political conditions. Equity securities are subject to "stock market risk" meaning that stock prices in general may decline over short or extended periods of time.

Equity market neutral strategies employ sophisticated quantitative techniques of analyzing price data to ascertain information about future price movement and relationships between securities, select securities for purchase and sale. Equity Market Neutral Strategies typically maintain characteristic net equity market exposure no greater than 10% long or short.

Global macro strategies trade a broad range of strategies in which the investment process is predicated on movements in underlying economic variables and the impact these have on equity, fixed income, hard currency and commodity markets.

International investing involves a greater degree of risk and increased volatility. Changes in currency exchange rates and differences in accounting and taxation policies outside the U.S. can raise or lower returns. Some overseas markets may not be as politically and economically stable as the United States and other nations.

There is no guarantee that the use of **long and short positions** will succeed in limiting an investor's exposure to domestic stock market movements, capitalization, sector swings or other risk factors. Using long and short selling strategies may have higher portfolio turnover rates. Short selling involves certain risks, including additional costs associated with covering short positions and a possibility of unlimited loss on certain short sale positions.

Merger arbitrage strategies which employ an investment process primarily focused on opportunities in equity and equity related instruments of companies which are currently engaged in a corporate transaction.

Mid-capitalization investing typically carries more risk than investing in well-established "blue-chip" companies. Historically, mid-cap companies' stock has experienced a greater degree of market volatility than the average stock.

Price to forward earnings is a measure of the price-to-earnings ratio (P/E) using forecasted earnings. **Price to book value** compares a stock's market value to its book value. **Price to cash flow** is a measure of the market's expectations of a firm's future financial health. **Price to dividends** is the ratio of the price of a share on a stock exchange to the dividends per share paid in the previous year, used as a measure of a company's potential as an investment.

Real estate investments may be subject to a higher degree of market risk because of concentration in a specific industry, sector or geographical sector. Real estate investments may be subject to risks including, but not limited to, declines in the value of real estate, risks related to general and economic conditions, changes in the value of the underlying property owned by the trust and defaults by borrower.

Relative Value Strategies maintain positions in which the investment thesis is predicated on realization of a valuation discrepancy in the relationship between multiple securities.

Small-capitalization investing typically carries more risk than investing in well-established "blue-chip" companies since smaller companies generally have a higher risk of failure. Historically, smaller companies' stock has experienced a greater degree of market volatility than the average stock.



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Unless otherwise stated, all data are as of December 31, 2025 or most recently available.

Guide to the Markets – U.S.

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J.P.Morgan
ASSET MANAGEMENT

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Asset allocation, diversification, rebalancing and dollar cost averaging do not guarantee a profit or protect against loss in declining markets. Past performance is no guarantee of future results and actual results may vary. Rebalancing strategies may also have tax consequences; investors should consult a qualified tax advisor before implementing such strategies.

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Indices are unmanaged and cannot be invested in directly. For index, indicator and survey definitions referenced in this report, please visit: www.morganstanley.com/wealth-investmentsolutions/wmir-definitions

For more information, please refer to additional General Disclosures here: www.morganstanley.com/wealthbooks#general-disclosures.

Risks Associated With Investing

Investing in the markets entails the risk of market volatility. The value of all types of investments, **including stocks, mutual funds, exchange-traded funds ("ETFs"), closed-end funds, and unit investment trusts**, may increase or decrease over varying time periods. **Please carefully consider the investment objectives, risks, charges and expenses of investment fund(s) before investing. The fund prospectus contains this and other information about the fund(s). To obtain a prospectus, contact your financial advisor. Please read the prospectus carefully before investing.** There is no assurance that investment funds will achieve their investment objectives. Besides the general investment risk of holding securities that may decline in value and the possible loss of principal invested, **closed-end funds** may have additional risks related to declining market prices relative to net asset values (NAVs), active manager underperformance and potential leverage. To the extent the investments depicted herein represent **international securities**, you should be aware that there may be additional risks associated with international investing, including foreign economic, political, monetary and/or legal factors, changing currency exchange rates, foreign taxes, and differences in financial and accounting standards. These risks may be magnified in emerging markets and frontier markets. Some funds also invest in foreign securities, which may involve currency risk. **Equity securities** may fluctuate in response to news on companies, industries, market conditions and general economic environment. Companies paying dividends can reduce or cut payouts at any time. Small- and mid-capitalization companies may lack the financial resources, product diversification and competitive strengths of larger companies. In addition, the securities of **small- and mid-capitalization** companies may not trade as readily as, and be subject to higher volatility than, those of larger, more established companies. **Growth investing** does not guarantee a profit or eliminate risk. Growth stocks can trade at relatively high valuations which may increase risk compared with an investment in a company with more modest growth expectations. **Value investing** does not guarantee a profit or eliminate risk. Not all companies deemed value stocks are able to turn around their business or successfully execute corrective strategies, and their stock prices may not rise as initially expected.

The value of **fixed income securities** will fluctuate and, upon a sale, may be worth more or less than their original cost or value at maturity. Bonds are subject to interest rate risk, call risk, reinvestment risk, liquidity risk, and credit risk of the issuer. Yields may change with economic conditions and should be considered alongside other factors when making investment decisions. Credit ratings are subject to change. **High yield bonds** carry additional risks, including increased risk of default and greater volatility due to lower credit quality of the issues. In the case of **municipal bonds**, income is generally exempt from federal income taxes, though some income may be subject to state and local taxes and to the federal alternative minimum tax. Capital gains, if any, are subject to tax. **Treasury Inflation Protection Securities (TIPS)** adjust coupon payments and underlying principal to compensate for inflation in line with the consumer price index (CPI). While the real rate of return is guaranteed, TIPS typically offer lower returns and may significantly underperform conventional U.S. Treasuries during periods of low inflation. There is no guarantee that investors will receive par if TIPS are sold prior to maturity. The **Ultrashort-term fixed income** asset class consists of high-quality securities with very short maturities and is therefore still subject to the risks associated with debt securities such as credit and interest rate risk.

Money Market Funds: You could lose money in money market funds. Although government money market funds (defined as investing 99.5% of total assets in cash and/or securities backed by the U.S. government) and retail funds (defined as money market funds open to natural person investors only) seek to preserve value at \$1.00 per share, they cannot guarantee doing so. The price of other money market funds will fluctuate, and when you sell shares they may be worth more or less than originally paid. Money market funds may impose a fee upon sale or temporarily suspend sales if liquidity falls below required minimums. During suspensions, shares would not be available for purchases, withdrawals, check writing or ATM debits. A money market fund investment is not insured or guaranteed by the Federal Deposit Insurance Corporation or other government agency. The Fund's sponsor has no legal obligation to provide financial support to the Fund and investors should not expect that the sponsor will provide financial support to the Fund at any time.

Investing in **Commodities:** Commodity prices may be affected by factors such as supply and demand, government policies, domestic or international political and economic events (including war or terrorism), changes in interest and exchange rates, trading activity in commodities and related contracts, pestilence, technological developments, weather, price volatility, and liquidity constraints. Physical precious metals are speculative, non-regulated products that may experience short- and long-term price volatility. Precious metals do not make interest or dividend payments and therefore may not be appropriate for investors who require current income. Precious metals must be stored, which may impose additional costs on investors.

Master Limited Partnerships (MLPs): Investments in MLPs are subject to the risks generally applicable to companies in the energy and natural resources sectors, including commodity price fluctuations, supply

and demand imbalances, resource depletion and exploration risk. MLPs also carry interest rate risk and may underperform in rising interest rate environments. In addition, MLP funds accrue deferred income taxes on net operating gains and capital appreciation; as a result their after-tax performance could differ significantly from that of its underlying assets.

Exchange Funds are private placement vehicles that enable holders of concentrated single-stock positions to exchange those stocks for a diversified portfolio. Investors may benefit from greater diversification.

Alternative investments are often speculative and include a high degree of risk. Investors can lose all or a substantial amount of their investment. They are appropriate only for eligible, long-term investors willing to forgo liquidity and put capital at risk for an indefinite period. They are often illiquid, may employ leverage, short-selling, or other speculative practices that increase volatility and risk of loss, and may require large minimum investments and initial lock-ups. Alternative investments may also involve complex tax structures, tax-inefficient investing, and delays in distributing important tax documents. Clients should consult their own tax and legal advisors, as Morgan Stanley Wealth Management does not provide tax or legal advice. They also typically carry higher fees and expenses than traditional investments, which can reduce overall returns.

Sector investments, due to their narrow focus, tend to be more volatile than broadly diversified investments. **Non-diversified portfolios:** Portfolios that hold a concentrated number of securities may experience greater overall declines when those securities lose value compared with more diversified portfolios. Portfolios that invest heavily in one or a few industry sectors are more vulnerable to price fluctuations than those diversified across a wider range of sectors.

Environmental, Social and Governance (ESG) investments in a portfolio may experience performance that is lower or higher than a portfolio not employing such practices. Portfolios with ESG restrictions and strategies as well as ESG investments may not be able to take advantage of the same opportunities or market trends as portfolios where ESG criteria is not applied. There are inconsistent ESG definitions and criteria within the industry, as well as multiple ESG ratings providers that provide ESG ratings of the same subject companies and/or securities that vary among the providers. Certain issuers of investments may have inconsistent views concerning ESG criteria where the ESG claims made in offering documents or other literature may overstate ESG impact. ESG designations are as of the date of this material, and no assurance is provided that the underlying assets have maintained or will maintain any such designation or any stated ESG compliance. As a result, it is difficult to compare ESG investment products or to evaluate an ESG investment product in comparison to one that does not focus on ESG. Investors should also independently consider whether the ESG investment product meets their own ESG objectives or criteria. There is no assurance that an ESG investing strategy or techniques employed will be successful. Past performance is not a guarantee or a dependable measure of future results.

Buying, selling, and transacting in Bitcoin, Ethereum or other digital assets ("Digital Assets"), and related funds and products, is highly speculative and may result in a loss of the entire investment. Risks and considerations include but are not limited to: Digital Assets have only been in existence for a short period of time and historical trading prices for Digital Assets have been highly volatile. The price of Digital Assets could decline rapidly, and investors could lose their entire investment. Although any Digital Asset product and its service providers have in place significant safeguards against loss, theft, destruction and inaccessibility, there is nonetheless a risk that some or all of a product's Digital Asset could be permanently lost, stolen, destroyed or inaccessible by virtue of, among other things, the loss or theft of the "private keys" necessary to access a product's Digital Asset. Digital Assets may not have an established track record of credibility and trust. Further, any performance data relating to Digital Asset products may not be verifiable as pricing models are not uniform.

For more information, please refer to additional Risks Associated With Investing here: www.morganstanley.com/wealthbooks#risks-associated-with-investing.

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The sole purpose of this material is to inform, and it in no way is intended to be an offer or solicitation to purchase or sell any security, other investment or service, or to attract any funds or deposits. Investments mentioned may not be appropriate for all clients. MSWM offers investment program services through a variety of investment programs, which are opened pursuant to written client agreements. Each program offers investment managers, funds and features that are not available in other programs; conversely, some investment managers, funds or investment strategies may be available in more than one program. For more information, please see the Morgan Stanley Smith Barney LLC MSWM program disclosure brochure (the "Morgan Stanley ADV"). The Morgan Stanley ADV is available at www.morganstanley.com/ADV.

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If your account is invested in mutual funds or exchange traded funds (collectively "funds"), you will pay the fees and expenses of any funds in which your account is invested. **Fees and expenses are charged directly to the pool of assets** the fund invests in and are reflected in each fund's share price. These fees and expenses are an additional cost to you and would not be included in the Fee amount in your account statements. The advisory program you choose is described in the Morgan Stanley ADV.

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CRC 4953093 (11/25)

**South Central Connecticut Regional Water Authority
Minutes of the December 18, 2025 Meeting**

The regular meeting of the South Central Connecticut Regional Water Authority (“RWA” or “Authority”) took place on Thursday, December 18, 2025, at 90 Sargent Drive, New Haven, and via remote access. Chair Borowy presided.

Present: **Authority Members Present** – Messrs. Borowy, Cort, Curseaden, and Ricozzi(R), and Mss. LaMarr and Sack
 Management – Ms. Calo(R) and Messrs. Lakshminarayanan, Singh, Hill(R), Schnaitmann, and DelVecchio
 RPB – Mr. Malloy
 Staff – Mrs. Slubowski

1. CALL TO ORDER AND SAFETY MOMENT

Chair Borowy called the meeting to order at 12:30 p.m. He reviewed the safety moment distributed to members.

2. PUBLIC COMMENT

Chair Borowy offered the opportunity for members of the public to comment. There were no members of the public present at the meeting.

3. AUDIT-RISK COMMITTEE

At 12:31 p.m., on motion made Ms. LaMarr and seconded by Ms. Sack, the Authority voted to recess the meeting to meet as the Audit-Risk Committee.

Borowy	Aye
Cort	Aye
Curseaden	Absent
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

At 1:10 p.m., Mr. Curseaden entered the meeting.

At 1:18 p.m., the Authority reconvened and Mr. Schnaitmann withdrew from the meeting.

4. CONSENT AGENDA

On motion made by Ms. Sack and seconded by Ms. LaMarr, the Authority voted to approve, adopt, or receive as appropriate the following items in the Consent Agenda:

1. Minutes of the November 20, 2025 regular meeting and November 20, 2025 special meeting.
2. Approved the Capital Budget Authorization for January 2026.

RESOLVED, that the Senior Vice President, Chief Financial Officer & Head of Corporate Development is authorized to submit to the Trustee one or more requisitions in an aggregate amount not to exceed \$3,100,000 for the month of January 2026 for transfer from the Construction Fund for capital expenditures. Each such requisition shall contain or be accompanied by a certificate identifying such requisition and stating that the amount to be withdrawn pursuant to

such requisition is a proper charge to the Construction Fund. Such requisitions are approved notwithstanding the fact that amounts to be withdrawn for a particular project may exceed the amount indicated for such month and year in the current Capital Improvement Budget but will not cause the aggregate amount budgeted for fiscal year 2026 for all Capital Improvement Projects to be exceeded. In the absence of the Senior Vice President, Chief Financial Officer & Head of Corporate Development, the Controller is authorized to sign in her place.

3. Accounts Receivable update for the period ended November 2025.
4. Key Performance Indicators for FY26 Q2.
5. Mid-Fiscal 2026 Progress on Strategic Plan & Global Metrics.
6. Interim CEO Six-Month Fiscal 2026 Priorities Update.
7. RPB Quarterly Dashboard Report.
8. RWA/CIS Update for December 2025.

Borowy	Aye
Cort	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

Chair Borowy stated that Authority members should be prepared to discuss subcommittees as a result of the board expansion to six members.

At 1:24 p.m., Mr. DelVecchio entered the meeting.

5. FINANCE

1. QUARTERLY FINANCIAL REPORT

Mr. DelVecchio, the RWA's Controller, reviewed the quarterly financial report for the second quarter of FY 2026, which included:

- Balance sheet key takeaways
- Revenues, expenses, and changes in net position
- Operating and maintenance expenses and key variances
- FY 2026 capital expenditures and projections
- Investment earnings report

At 1:52 p.m., Messrs. Ricozzi and DelVecchio withdrew from the meeting.

It was the consensus of the board that Drinking Water State Revolving Fund resolutions be placed on the consent calendar going forward unless an exceptional circumstance exists.

2. DWSRF FINANCING RESOLUTIONS – LAKE GAILLARD ELECTRICAL IMPROVEMENTS PROJECT

Ms. LaMarr moved for approval of the following resolution:

RESOLVED: That the Authority hereby establishes the general terms and provisions of the Authority's Bonds which may be issued as Project Loan Obligations delivered to the State of Connecticut (the "Bonds") which are to be issued under its Water System Revenue Bond Resolution, General Bond Resolution adopted by the Authority and approved by the Representative Policy Board on July 31, 1980, as amended (the "General Bond Resolution").

1. The Bonds shall not exceed Four Million Two Hundred Thousand Dollars (\$4,200,000) in aggregate principal amount or so much as may be necessary after deducting grants or other sources of funds available for the Project (as hereinafter defined).
2. The Bonds may be issued as obligations in one or more series pursuant to the General Bond Resolution and a supplemental resolution to be adopted by the Authority for each series of Bonds, each of which shall specify the amount of the Bonds, the purposes for which the Bonds are to be issued, the date or dates, maturities, sinking fund installments if any, interest rates, series, denominations, form, redemption prices, security provisions and such other details of the Bonds as the Authority shall determine in accordance with the limits established by the General Bond Resolution and hereby.
3. The purposes of the Bonds shall be (I) to finance or refinance the cost of electrical improvements to the Lake Gaillard Water Treatment Plant including, but not limited to, replacing major electric equipment inclusive of the Motor Control Centers, hydro-generator switchgear and controls, the transformer, the filter plant main switchboard, automatic transfer switch, and other electrical components; (II) to provide funds for deposit to the Capital Contingency Fund and the Debt Reserve Fund, as necessary pursuant to the General Bond Resolution and as permitted by the Internal Revenue Code of 1986, as amended and (III) to pay costs of issuance (the "Project").
4. The Bonds may be sold by negotiation as serial or term bonds with stated maturities and may be sold in a private or direct placement to a bank or the State of Connecticut.
5. The Authority reasonably expects to incur expenditures (the "Expenditures") in connection with the Project of which a general functional description is provided above. The Authority reasonably expects to reimburse itself for the cost of Expenditures with respect to the Project with the proceeds of tax-exempt debt to be issued by the Authority within eighteen (18) months after the date of any Expenditure or the date the Project is placed in service or abandoned, whichever is later. The maximum principal amount of such debt with respect to the Project is not expected to exceed \$4,200,000.
6. The form of this resolution entitled "Resolution Approving the Proposed Issuance of Bonds" a copy of which shall be filed with the records of the Authority, shall be submitted to the Representative Policy Board for its approval in accordance with Section 22 of Special Act No. 77-98, as amended.

BE IT FURTHER RESOLVED that:

1. Temporary notes of the Authority which may be issued as Interim Funding Obligations delivered to the State of Connecticut may be issued by the Authority in

the amount up to \$4,200,000 in anticipation of the receipt of the proceeds from the sale of such Bonds.

2. The President / Chief Executive Officer, the Senior Vice President, Chief Financial Officer and Head of Corporate Development or any one of them may apply to the State Department of Public Health for eligibility and funding of the Project or any part of the Project and sign such application and any other documents which may be necessary or desirable to apply for eligibility of and to apply for and obtain financial assistance for the Project from the State's Drinking Water Fund Program and that any such action taken prior hereto is hereby ratified and confirmed.

Mr. Curseaden seconded the motion. The Chair called for the vote, and the resolution was unanimously approved:

Borowy	Aye
Cort	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Absent
Sack	Aye

3. REFINANCING RESOLUTION

Mr. Curseaden moved for approval of the following resolutions, as presented:

WHEREAS, Section 9 of the Act provides that the Authority may delegate to one or more of its members, officers, agents or employees, such powers and duties as it may deem proper; and

WHEREAS, the Authority wishes to provide for the issuance, sale and delivery of the Authority's Water System Revenue Refunding Bonds, Fortieth Series (the "Fortieth Series Bonds").

WHEREAS, Section 22 of Special Act 77-98, as amended, of the Connecticut General Assembly (the "Act") provides, in pertinent part, that bonds shall be authorized by a resolution of the South Central Connecticut Regional Water Authority (the "Authority") which shall provide for the terms and conditions of the bonds, and may provide for any matter which in any way affects the security or protection on the bonds; and

WHEREAS, Section 22 of the Act further provides, in pertinent part, that the Authority has the power, without the approval of the Representative Policy Board to refund any bonds by the issuance of new bonds; and

NOW THEREFORE, BE IT RESOLVED, that the Chairperson or Vice Chairperson and the President and Chief Executive Officer or Senior Vice President, Chief Financial Officer and Head of Corporate Development be authorized (i) to issue, sell and deliver the Fortieth Series Bonds in an amount not to exceed \$100,000,000 and (ii) to determine the amount, date, date of maturity, interest rate, form and other details of the Fortieth Series Bonds, pursuant to the Act and the Water System Revenue Bond Resolution, General Bond Resolution as amended and supplemented (the "General Bond Resolution") or any other provisions of law thereto enabling.

BE IT FURTHER RESOLVED, that the Authority hereby approves the Fortieth Series Supplemental Resolution authorizing the issuance of the Fortieth Series Bonds substantially in

the form attached hereto as **Exhibit A**, with such changes, omissions, insertions and revisions as the Chairperson or Vice Chairperson and President and Chief Executive Officer or Senior Vice President, Chief Financial Officer and Head of Corporate Development shall deem advisable and which shall be as set forth in a Certificate of Determination attached thereto.

BE IT FURTHER RESOLVED, that the Chairperson or Vice Chairperson and President and Chief Executive Officer or Senior Vice President, Chief Financial Officer and Head of Corporate Development are hereby authorized to determine which of the Authority's prior bonds are to be redeemed (the "Refunded Bonds") with a portion of the proceeds of the Fortieth Series Bonds and to call irrevocably for redemption and to defease the Refunded Bonds all in accordance with the General Bond Resolution. The President and Chief Executive Officer and Senior Vice President, Chief Financial Officer and Head of Corporate Development or either one of them are authorized to appoint an underwriter or underwriters, an escrow agent and a verification agent and to execute and deliver any and all purchase, escrow and related agreements necessary to provide for the sale of the Fortieth Series Bonds and the payment when due of the principal of, interest and the redemption premium, if any, on the Refunded Bonds.

BE IT FURTHER RESOLVED, that the Chairperson, Vice Chairperson, President and Chief Executive Officer, Senior Vice President, Chief Financial Officer and Head of Corporate Development, or any one of them, are hereby authorized to purchase a municipal bond insurance policy to guarantee the payment of principal and interest on the Fortieth Series Bonds, if the Authority's financial advisor or the underwriter for the Fortieth Series Bonds deems it advisable, and execute and deliver such documents as may be necessary or desirable to issue, sell and deliver the Fortieth Series Bonds, including but not limited to, the Purchase Contract, the Escrow Agreement, and the Continuing Disclosure Agreement and to take such actions or to designate other officials or employees of the Authority to take such actions and execute such documents in connection with the issuance, sale and delivery of the Fortieth Series Bonds as are determined necessary or advisable and in the best interests of the Authority and that the execution of such documents shall be conclusive evidence of such determination.

Ms. LaMarr seconded the motion. The Chair called for the vote, and the resolutions were unanimously approved:

Borowy	Aye
Cort	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Absent
Sack	Aye

6. ELECT OFFICERS FOR CALENDAR YEAR 2026, INCLUDING CHAIR

The Chair stated it would be appropriate to elect Authority officers for 2026, including the board Chair. Ms. Sack asked each officer of their willingness to serve another term. Mr. Borowy commented that he was willing to serve for one more term as Chair in accordance with Connecticut municipal ordinances, Mr. Curseaden commented that he was willing to serve another term as Vice Chair, and Ms. LaMarr stated that she was also willing to serve another term as Secretary/Treasurer. After discussion, Ms. Sack moved for adoption of the following resolutions:

RESOLVED, that Mr. Borowy, be re-elected as Chair for a two-year term effective January 1, 2026, and until a successor is elected and has qualified; and

FURTHER RESOLVED, that Mr. Curseaden, be re-elected as Vice Chair for a one-year term effective January 1, 2026, and until a successor is elected and has qualified; and

FURTHER RESOLVED, that Ms. LaMarr, be re-elected as Secretary/Treasurer for a one-year term effective January 1, 2026, and until a successor is elected and has qualified.

Mr. Cort seconded the motion, the Chair called for the vote:

Borowy	Aye
Cort	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Absent
Sack	Aye

Ms. Sack commended officers on their work over the past term. Chair Borowy thanked everyone for his re-election and stated his appreciation for the board's support.

7. RPB COMMITTEE ASSIGNMENTS AND REPORTS ON RPB COMMITTEE MEETINGS

Authority members reported on recent Representative Policy Board ("RPB") committee meetings and assignments were made for the first quarter 2026 RPB Committee meetings.

It was the consensus of the Committee to move the Commercial Business Committee meeting before Updates.

8. COMMERCIAL BUSINESS COMMITTEE

At 2:07 p.m., on motion made Mr. Curseaden and seconded by Ms. LaMarr, the Authority voted to recess the meeting to meet as the Commercial Business Committee.

Borowy	Aye
Cort	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Absent
Sack	Aye

At 2:11 p.m., Mr. Ricozzi entered the meeting.

At 2:56 p.m., the Authority reconvened and Mr. Malloy withdrew from the meeting.

[BREAK FROM 3:00 P.M. TO 3:10 P.M.]

9. UPDATES

1. MONTHLY BUSINESS HIGHLIGHTS

Mr. Lakshminaryanan, the RWA's Interim President & Chief Executive Officer, reported on the annual RWA holiday event that took place last week. The gathering was held offsite and approximately 180 employees attended to celebrate the year-end, announce the STARS Award winner, and enjoy entertainment by a professional mentalist, magician, and illusionist. He stated that beginning in January 2026, monthly "60 With Sunny" sessions will resume to increase face-to-face interaction and foster collaboration among colleagues.

2. AWA UPDATE

At 3:10 p.m., on motion made by Ms. LaMarr and seconded by Mr. Curseaden, the Authority voted to go into executive session to discuss matters pursuant to C.G.S. 1-200(6)(E) for matters covered by Section 1-210(b)(5)(A)(B), pertaining to trade secrets and commercial and financial information. Present in executive session were Authority members, Messrs. Lakshminarayanan, Singh, and Hill, and Mss. Calo and Slubowski.

Borowy	Aye
Cort	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

At 3:32 p.m., the Authority reconvened. No votes were taken in, or as a result of executive session.

After discussion, the Authority scheduled a special meeting on Thursday, January 15, 2026, at 9:00 a.m., for reasons discussed in executive session.

10. ACT ON MATTERS ARISING FROM COMMITTEE MEETINGS

There were no actions as a result of the Audit-Risk Committee or the Commercial Business Committee.

Chair Borowy wished everyone a Happy Holiday and New Year.

At 3:33 p.m., on motion made by Ms. LaMarr and seconded by Ms. Sack, the Authority voted to adjourn the meeting.

Borowy	Aye
Cort	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

Respectfully submitted,

Catherine E. LaMarr, Secretary

(R) = Attended remotely.

South Central Connecticut Regional Water Authority
90 Sargent Drive, New Haven, Connecticut 06511-5966 203.562.4020
<http://www.rwater.com>

MEMORANDUM

TO: David J. Borowy
Todd Cort
Kevin J. Curseaden
Catherine E. LaMarr
Mario Ricozzi
Suzanne C. Sack


FROM: Rochelle Kowalski
Senior Vice President, Chief Financial Officer & Head of Corporate Development

DATE: January 16, 2026

SUBJECT: Capital budget authorization request for February 2026

Attached for your meeting on January 22, 2026, is a copy of the resolution authorizing expenditures against the capital improvement budget for February 2026. The amount of the requested authorization, for funds held by the trustee, is \$3,000,000.

In addition, approximately \$60,000 is expected to be used for the HSV Enhancements & CMS Upgrade project from the Growth Fund.

This would result in projected expenditures through February 2026 of \$30,155,245 or approximately 46% of the total 2026 fiscal year capital budget, including State and Redevelopment.


Attachment

RESOLVED

That the Senior Vice President, Chief Financial Officer & Head of Corporate Development is authorized to submit to the Trustee one or more requisitions in an aggregate amount not to exceed \$3,000,000 for the month of February 2026 for transfer from the Construction Fund for capital expenditures. Each such requisition shall contain or be accompanied by a certificate identifying such requisition and stating that the amount to be withdrawn pursuant to such requisition is a proper charge to the Construction Fund. Such requisitions are approved notwithstanding the fact that amounts to be withdrawn for a particular project may exceed the amount indicated for such month and year in the current Capital Improvement Budget but will not cause the aggregate amount budgeted for fiscal year 2026 for all Capital Improvement Projects to be exceeded. In the absence of the Senior Vice President, Chief Financial Officer & Head of Corporate Development, the Controller is authorized to sign in her place.

South Central Connecticut Regional Water Authority
90 Sargent Drive, New Haven, Connecticut 06511-5966 203-562-4020
<http://www.rwater.com>

TO: David J. Borowy
Todd Cort
Kevin J. Curseaden
Catherine E. LaMarr
Mario Ricozzi
Suzanne C. Sack

FROM:  Rochelle Kowalski

COPY TO: Sunny Lakshminarayanan

DATE: January 16, 2026

SUBJECT: Capital Budget Transfers

The status of all capital projects is reviewed monthly. To obtain efficiencies in our capital program, any anticipated unspent funds are reallocated to support reprioritized projects or existing projects.

The attached summary reflects fourteen amendments. These amendments redistribute funds from one project to another, totaling \$2,445,500.

Source of Funds	Available Funds	Reason	Reallocation to Projects
Lake Saltonstall Water Treatment Plant Electrical Upgrades	\$ 375,000	FY 26 project work is expected to complete under budget.	Lake Watrous & Lake Glen Aeration System Improvements
Lake Saltonstall Water Treatment Plant Electrical Upgrades	\$ 75,000	FY 26 project work is expected to complete under budget.	Bridge Refurbishments
Ford Street Tank #1 Painting & Stairs	\$ 100,000	Due to lower than anticipated bids, project will complete under budget.	Lake Gaillard Hydroturbine
Lake Gaillard Water Treatment Plant Electrical Upgrades	\$ 450,000	FY 26 project work is expected to complete under budget.	Lake Whitney Water Treatment Plant Geothermal System Improvements
Lake Saltonstall Water Treatment Plant HVAC Upgrades	\$ 75,000	FY 26 project work is expected to complete under budget.	South Cheshire Wellfield Facility Improvements
Lake Saltonstall Water Treatment Plant HVAC Upgrades	\$ 75,000	FY 26 project work is expected to complete under budget.	Mt. Carmel Wellfield Facility Improvements
Lake Saltonstall Water Treatment Plant HVAC Upgrades	\$ 100,000	FY 26 project work is expected to complete under budget.	Variable Frequency Drive Replacements
Treatment Facility Roof Replacements	\$ 23,500	FY 26 project work is expected to complete under budget.	Pump Station Roof Replacements
Lake Whitney Dam & Spillway Improvements	\$ 495,000	FY 26 project work is expected to complete under budget.	Water Quality Improvements
Raw Water Transmission Main Replacement & Redundancy	\$ 150,000	FY 26 project work is expected to complete under budget.	CIS Enhancements
Raw Water Transmission Main Replacement & Redundancy	\$ 147,000	FY 26 project work is expected to complete under budget.	Enterprise Data Archive
Devonwood Drive, Cheshire Booster Pump Station	\$ 100,000	Project has been deferred to FY 2027	SCADA
Lake Saltonstall Water Treatment Plant HVAC Upgrades	\$ 30,000	FY 26 project work is expected to complete under budget.	Cybersecurity Enhancements
Sanitary Survey Upgrades	\$ 250,000	No capital work identified in most recent DPH Sanitary Survey report	Trucks, Autos & Portable Equipment

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	1/15/2026	Type	Log	Mo/Yr
Requesting Division:	Engineering & Environmental Services	B2	26-11	Jan/26
Requested By:	Orville Kelly			

Transfer From:	Account Number:	001-000-107132-046136
Project Description:	Lake Saltonstall Water Treatment Plant Electrical Upgrades	
A) Original Budget	\$	500,000
B) Total Previous Transfers (In or Out)	\$	-
C) This Transfer	\$	375,000
D) Revised Budget (A+/-B-C)	\$	125,000
E) Estimated Project Costs	\$	50,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$	75,000
Explanation why funds are available:		
As a result of lengthy review and approval periods by EPA and DPH, project schedule has shifted. Project work for FY 2026 is now expected to complete under budget.		

Transfer To:	Account Number:	001-000-107112-160041
Project Description:	Lake Watrous & Lake Glen Aeration System Improvements	
A) Original Budget	\$	25,000
B) Previous Transfers (In or Out)	\$	-
C) Revised Budget (A+/-B)	\$	25,000
D) Amount to be Transferred	\$	375,000
E) Proposed Revised Budget (C+D)	\$	400,000
Explanation why funds are needed:		
This amendment will fund the acceleration of a portion of planned project work for FY 2027 into FY 2026 to construct a new facility to house the oxygen generation and aeration systems at Lake Watrous. The project includes site construction, foundation work, framing, roofing, siding, installation of mechanical systems, component procurement, and build-out of electrical and ventilation system. Accelerating this work will improve the resiliency of the Lake Watrous water supply prior to peak demand and ensures timely replacement of critical aeration and oxygen boost system. Total project expenditures in FY 2026 are estimated at \$400,000.		

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at CMC</i>	1/15/2026
2) Donor Vice President/Director	<i>Approved at CMC</i>	1/15/2026
3) Vice President - Finance & CFO	<i>Approved at CMC</i>	1/15/2026
4) Chief Executive Officer	<i>Approved at CMC</i>	1/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	1/15/2026	Type	Log	Mo/Yr
Requesting Division:	Engineering & Environmental Services	B1	26-12	Jan/26
Requested By:	Orville Kelly			

Transfer From:	Account Number:	001-000-107132-046136
Project Description:	Lake Saltonstall Water Treatment Plant Electrical Upgrades	
A) Original Budget	\$	500,000
B) Total Previous Transfers (In or Out)	\$	375,000
C) This Transfer	\$	75,000
D) Revised Budget (A+/-B-C)	\$	50,000
E) Estimated Project Costs	\$	50,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$	-
Explanation why funds are available:		
As a result of lengthy review and approval periods by EPA and DPH, project schedule has shifted. Project work for FY 2026 is now expected to complete under budget.		

Transfer To:	Account Number:	001-000-107112-116512
Project Description:	Bridge Refurbishments	
A) Original Budget	\$	200,000
B) Previous Transfers (In or Out)	\$	-
C) Revised Budget (A+/-B)	\$	200,000
D) Amount to be Transferred	\$	75,000
E) Proposed Revised Budget (C+D)	\$	275,000
Explanation why funds are needed:		
This amendment will fund the acceleration of construction activities for the Lake Saltonstall tunnel outlet bridge replacement planned for FY 2027. This effort will include procurement and installation of precast structures. The design portion of the project proceeded ahead of schedule, creating the opportunity to advance these critical tasks and maintain project momentum.		

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at GHU</i>	1/15/2026
2) Donor Vice President/Director	<i>Approved at GHU</i>	1/15/2026
3) Vice President - Finance & CFO	<i>Approved at GHU</i>	1/15/2026
4) Chief Executive Officer	<i>Approved at GHU</i>	1/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date: 01/15/2026		Type	Log	Mo/Yr
Requesting Division: Operations		B2	26-14	Jan/26
Requested By: Jim Hill				

Transfer From:		Account Number: 001-000-107142-090031		Project Description: Ford Street Tank #1 Painting & Stairs	
A) Original Budget	\$	2,813,000			
B) Total Previous Transfers (In or Out)	\$	800,000			
C) This Transfer	\$	100,000			
D) Revised Budget (A+/-B-C)	\$	1,913,000			
E) Estimated Project Costs	\$	1,800,000			
F) Remaining Funds Available for Transfer, if any (D-E)	\$	113,000			
Explanation why funds are available: Bids received for the project were significantly lower than anticipated. As a result, project work will complete under budget.					

Transfer To:		Account Number: To Be Created		Project Description: Lake Gaillard Hydroturbine	
A) Original Budget	\$	-			
B) Previous Transfers (In or Out)	\$	-			
C) Revised Budget (A+/-B)	\$	-			
D) Amount to be Transferred	\$	100,000			
E) Proposed Revised Budget (C+D)	\$	100,000			
Explanation why funds are needed: This amendment will fund the rebuilding of the Lake Gaillard hydroturbine gearbox and generator to extend its useful life. The current generator and gearbox have exceeded their useful life cycle for bearing life, and have been recommended for rebuild by the manufacturer. Additionally, the generator has experienced sensor failures that automatically shut down the hydroturbine based on high temperature. Continued operation of the hydroturbine without these sensors puts the equipment at significantly increased risk of catastrophic failure. The hydroturbine is a critical piece of equipment, being the primary mode of raw water flow control for the Lake Gaillard Water Treatment Plant, and producing approximately ten percent of the power consumed by the treatment plant and pump station. Total cost of the project is estimated at \$100,000.					

Approvals As Required By Type		Signature	Date
1) Requesting Vice President/Director	Approved at CMC	01/15/2026	
2) Donor Vice President/Director	Approved at CMC	01/15/2026	
3) Vice President - Finance & CFO	Approved at CMC	01/15/2026	
4) Chief Executive Officer	Approved at CMC	01/15/2026	
5) Authority Members	Copy of minutes attached if required		

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026
Requesting Division:	Engineering & Environmental Services
Requested By:	Orville Kelly
	B2 26-15 Jan/26
	Type Log Mo/Yr

Transfer From:	Account Number:	001-000-107132-116113
Project Description:	Lake Gaillard Water Treatment Plant Electrical Upgrades	
A) Original Budget	\$	500,000
B) Total Previous Transfers (In or Out)	\$	-
C) This Transfer	\$	450,000
D) Revised Budget (A+/-B-C)	\$	50,000
E) Estimated Project Costs	\$	50,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$	-
Explanation why funds are available:		
As a result of the extended CT Department of Public Health review and approval period, the project schedule has shifted. Project work for FY 2026 is now expected to complete under budget.		

Transfer To:	Account Number:	To Be Created
Project Description:	Lake Whitney Water Treatment Plant Geothermal System Improvements	
A) Original Budget	\$	-
B) Previous Transfers (In or Out)	\$	-
C) Revised Budget (A+/-B)	\$	-
D) Amount to be Transferred	\$	450,000
E) Proposed Revised Budget (C+D)	\$	450,000
Explanation why funds are needed:		
This amendment will fund the acceleration of the multi-year planned project beginning in FY 2027 on the Lake Whitney Water Treatment Plant geothermal system. The facility currently operates 12 heat pump units, each with two compressors. Currently eight compressors are inoperable. The project intends to replace several heat pump units, flushing of the geothermal wells to eliminate air intrusion, rehabilitation or replacement of the air release mechanism, and planning for temporary heating measures as necessary. The project will continue in FY 2027 with continued phased replacement of heat pump units and other system improvements to ensure reliable operation. Total multi-year costs are estimated at \$2,750,000; with work in FY 2026 estimated at \$450,000.		

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at UMC</i>	01/15/2026
2) Donor Vice President/Director	<i>Approved at UMC</i>	01/15/2026
3) Vice President - Finance & CFO	<i>Approved at UMC</i>	01/15/2026
4) Chief Executive Officer	<i>Approved at UMC</i>	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026
Requesting Division:	Engineering & Environmental Services
Requested By:	Orville Kelly
	B1 26-16 Jan/26
Type	Log
	Mo/Yr

Transfer From:	
Account Number:	001-000-107132-046107
Project Description:	Lake Saltonstall Water Treatment Plant HVAC Upgrades
A) Original Budget	\$ 1,345,000
B) Total Previous Transfers (In or Out)	\$ -
C) This Transfer	\$ 75,000
D) Revised Budget (A+-B-C)	\$ 1,270,000
E) Estimated Project Costs	\$ 888,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$ 382,000
Explanation why funds are available: Project is expected to complete under budget.	

Transfer To:	
Account Number:	To Be Created
Project Description:	South Cheshire Wellfield Facility Improvements
A) Original Budget	\$ -
B) Previous Transfers (In or Out)	\$ -
C) Revised Budget (A+-B)	\$ -
D) Amount to be Transferred	\$ 75,000
E) Proposed Revised Budget (C+D)	\$ 75,000
Explanation why funds are needed: This amendment will fund the acceleration of the design of the planned FY 2027 multi-year project to complete facility improvements at the South Cheshire Wellfield. The project will include the total rehabilitation of the phosphate and sodium hypochlorite chemical systems. It also includes converting the existing sodium hypochlorite system to an On-Site Hypochlorite Generation System. Total multi-year project costs are estimated at \$2,815,000; preliminary design work in FY 2026 is estimated at \$75,000.	

Approvals As Required By Type	
1) Requesting Vice President/Director	Approved at CMC
2) Donor Vice President/Director	Approved at CMC
3) Vice President - Finance & CFO	Approved at CMC
4) Chief Executive Officer	Approved at CMC
5) Authority Members	Copy of minutes attached if required
Date	01/15/2026

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026
Requesting Division:	Engineering & Environmental Services
Requested By:	Orville Kelly
	B1 26-17 Jan/26
	Type Log Mo/Yr

Transfer From:	Account Number:	001-000-107132-046107
	Project Description:	Lake Saltonstall Water Treatment Plant HVAC Upgrades
	A) Original Budget	\$ 1,345,000
	B) Total Previous Transfers (In or Out)	\$ 75,000
	C) This Transfer	\$ 75,000
	D) Revised Budget (A+/-B-C)	\$ 1,195,000
	E) Estimated Project Costs	\$ 888,000
	F) Remaining Funds Available for Transfer, if any (D-E)	\$ 307,000
	Explanation why funds are available:	Project is expected to complete under budget.

Transfer To:	Account Number:	To Be Created
	Project Description:	Mt. Carmel Wellfield Facility Improvements
	A) Original Budget	\$ -
	B) Previous Transfers (In or Out)	\$ -
	C) Revised Budget (A+/-B)	\$ -
	D) Amount to be Transferred	\$ 75,000
	E) Proposed Revised Budget (C+D)	\$ 75,000
	Explanation why funds are needed:	This amendment will fund the acceleration of the design of the planned FY 2027 multi-year project to complete facility improvements at the Mt. Carmel Wellfield. The project will include the a total upgrade to the phosphate, sodium hypochlorite, and fluoride treatment systems, installation of new tanks, and replacement of the existing metering pumps, chemical feed piping, motorized actuated valves, and miscellaneous electrical upgrades. This project will also include the full automation of these chemical treatment systems.. Total multi-year project costs are estimated at \$2,800,000; preliminary design work in FY 2026 is estimated at \$75,000.

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	Approved at CMU	01/15/2026
2) Donor Vice President/Director	Approved at CMU	01/15/2026
3) Vice President - Finance & CFO	Approved at CMU	01/15/2026
4) Chief Executive Officer	Approved at CMU	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026	Type	Log	Mo/Yr
Requesting Division:	Operations	B2	26-18	Jan/26
Requested By:	Orville Kelly			

Transfer From:	Account Number:	001-000-107132-046107
Project Description:	Lake Saltonstall Water Treatment Plant HVAC Upgrades	
A) Original Budget	\$	1,345,000
B) Total Previous Transfers (In or Out)	\$	150,000
C) This Transfer	\$	100,000
D) Revised Budget (A+/-B-C)	\$	1,095,000
E) Estimated Project Costs	\$	888,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$	207,000
Explanation why funds are available: Project is expected to complete under budget.		

Transfer To:	Account Number:	001-000-107125-000473
Project Description:	Variable Frequency Drive Replacement Program	
A) Original Budget	\$	150,000
B) Previous Transfers (In or Out)	\$	-
C) Revised Budget (A+/-B)	\$	150,000
D) Amount to be Transferred	\$	100,000
E) Proposed Revised Budget (C+D)	\$	250,000
Explanation why funds are needed: This amendment will fund the acceleration of the replacement of obsolete variable frequency drives on three raw water pumps at the West River raw water station, originally scheduled for FY 2027 as part of the program. The total additional program cost associated with the replacement of these three drives is estimated at \$100,000.		

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at QMC</i>	01/15/2026
2) Donor Vice President/Director	<i>Approved at QMC</i>	01/15/2026
3) Vice President - Finance & CFO	<i>Approved at QMC</i>	01/15/2026
4) Chief Executive Officer	<i>Approved at QMC</i>	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date: 01/15/2026		Type	Log	Mo/Yr
Requesting Division: Operations		B1	26-19	Jan/26
Requested By: Chris Roche				

Transfer From:				
Account Number: 001-000-107132-000020				
Project Description: Treatment Facility Roof Replacements				
A) Original Budget	\$	150,000		
B) Total Previous Transfers (In or Out)	\$	-		
C) This Transfer	\$	23,500		
D) Revised Budget (A+/-B-C)	\$	126,500		
E) Estimated Project Costs	\$	125,000		
F) Remaining Funds Available for Transfer, if any (D-E)	\$	1,500		
Explanation why funds are available: Project work is expected to complete under budget.				

Transfer To:				
Account Number: 001-000-107121-000017				
Project Description: Pump Station Roof Replacements				
A) Original Budget	\$	100,000		
B) Previous Transfers (In or Out)	\$	75,000		
C) Revised Budget (A+/-B)	\$	175,000		
D) Amount to be Transferred	\$	23,500		
E) Proposed Revised Budget (C+D)	\$	198,500		
Explanation why funds are needed: Additional funding is required for the Pump Station Roof Replacement budget in order to cover increased material costs for the planned FY 2026 project work. Total additional funding necessary is \$23,500.				

Approvals As Required By Type		Signature	Date
1) Requesting Vice President/Director		<i>Approved at CMC</i>	01/15/2026
2) Donor Vice President/Director		<i>Approved at CMC</i>	01/15/2026
3) Vice President - Finance & CFO		<i>Approved at CMC</i>	01/15/2026
4) Chief Executive Officer		<i>Approved at CMC</i>	01/15/2026
5) Authority Members		Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026	Type	Log	Mo/Yr
Requesting Division:	Engineering & Environmental Services	B2	26-20	Jan/26
Requested By:	Orville Kelly			

Transfer From:	Account Number:	001-000-107112-066506
Project Description:	Lake Whitney Dam & Spillway Improvements	
A) Original Budget	\$	2,500,000
B) Total Previous Transfers (In or Out)	\$	825,000
C) This Transfer	\$	495,000
D) Revised Budget (A+/-B-C)	\$	1,180,000
E) Estimated Project Costs	\$	200,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$	980,000
Explanation why funds are available:		
FY 2026 project work is expected to complete under budget.		

Transfer To:	Account Number:	001-000-107143-000070
Project Description:	Water Quality Improvements	
A) Original Budget	\$	150,000
B) Previous Transfers (In or Out)	\$	-
C) Revised Budget (A+/-B)	\$	150,000
D) Amount to be Transferred	\$	495,000
E) Proposed Revised Budget (C+D)	\$	645,000
Explanation why funds are needed:		
As part of program work for FY 2026, mixing systems for water storage tanks to improve water quality in the distribution system were designed and bid. Based on bids received, an additional \$495,000 is required in order to complete the installation of mixing systems in six storage tanks in FY 2026. Total project cost is estimated at \$645,000.		

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	Approved at CMC	01/15/2026
2) Donor Vice President/Director	Approved at CMC	01/15/2026
3) Vice President - Finance & CFO	Approved at CMC	01/15/2026
4) Chief Executive Officer	Approved at CMC	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026	Type	Log	Mo/Yr
Requesting Division:	Customer Care & Technology	B2	26-21	Jan/26
Requested By:	Anthony Perugini			

Transfer From:	Account Number:	001-000-107142-116128
Project Description:	Raw Water/Transmission Main Replacement & Redundancy	
A) Original Budget	\$	400,000
B) Total Previous Transfers (In or Out)	\$	-
C) This Transfer	\$	150,000
D) Revised Budget (A+/-B-C)	\$	250,000
E) Estimated Project Costs	\$	100,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$	150,000
Explanation why funds are available:		
FY 2026 project work is expected to complete under budget.		

Transfer To:	Account Number:	To Be Created
Project Description:	CIS Enhancements	
A) Original Budget	\$	-
B) Previous Transfers (In or Out)	\$	-
C) Revised Budget (A+/-B)	\$	-
D) Amount to be Transferred	\$	150,000
E) Proposed Revised Budget (C+D)	\$	150,000
Explanation why funds are needed:		
This amendment will fund enhancements to the CIS system in order to streamline processes in and around the CIS to generate additional revenue (Small Commercial) and reduce operating costs. These enhancements include automation of service order fees, survey cost reduction, billing automation, emergency work order optimization, service order charge expansion, and commercial workflow cost optimization. Total cost is estimated at \$150,000.		

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at QMC</i>	01/15/2026
2) Donor Vice President/Director	<i>Approved at QMC</i>	01/15/2026
3) Vice President - Finance & CFO	<i>Approved at QMC</i>	01/15/2026
4) Chief Executive Officer	<i>Approved at QMC</i>	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:		01/15/2026	
Requesting Division:		Customer Care & Technology	
Requested By:		Anthony Perugini	
Type	Log	Mo/Yr	
B2	26-22	Jan/26	

Transfer From:		Account Number: 001-000-107142-116128	
Project Description:		Raw Water/Transmission Main Replacement & Redundancy	
A) Original Budget	\$	400,000	
B) Total Previous Transfers (In or Out)	\$	150,000	
C) This Transfer	\$	147,000	
D) Revised Budget (A+/-B-C)	\$	103,000	
E) Estimated Project Costs	\$	100,000	
F) Remaining Funds Available for Transfer, if any (D-E)	\$	3,000	
Explanation why funds are available: FY 2026 project work is expected to complete under budget.			

Transfer To:		Account Number: 001-000-107181-100449	
Project Description:		Enterprise Data Archive	
A) Original Budget	\$	-	
B) Previous Transfers (In or Out)	\$	-	
C) Revised Budget (A+/-B)	\$	-	
D) Amount to be Transferred	\$	147,000	
E) Proposed Revised Budget (C+D)	\$	147,000	
Explanation why funds are needed: This amendment will cover costs for RWA staff payroll associated with the project.			

Approvals As Required By Type		Signature		Date	
1) Requesting Vice President/Director		<i>Approved at QMG</i>		01/15/2026	
2) Donor Vice President/Director		<i>Approved at QMG</i>		01/15/2026	
3) Vice President - Finance & CFO		<i>Approved at QMG</i>		01/15/2026	
4) Chief Executive Officer		<i>Approved at QMG</i>		01/15/2026	
5) Authority Members		Copy of minutes attached if required			

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026	Type	Log	Mo/Yr
Requesting Division:	Operations	B2	26-23	Jan/26
Requested By:	Patrick Keough			

Transfer From:	Account Number:	001-000-107125-030049
Project Description:	Devonwood Drive, Cheshire Booster Pump Station	
A) Original Budget	\$	100,000
B) Total Previous Transfers (In or Out)	\$	-
C) This Transfer	\$	100,000
D) Revised Budget (A+/-B-C)	\$	-
E) Estimated Project Costs	\$	-
F) Remaining Funds Available for Transfer, if any (D-E)	\$	-
Explanation why funds are available: FY 2026 project work has been deferred to FY 2027.		

Transfer To:	Account Number:	001-000-107181-104051
Project Description:	SCADA	
A) Original Budget	\$	120,000
B) Previous Transfers (In or Out)	\$	-
C) Revised Budget (A+/-B)	\$	120,000
D) Amount to be Transferred	\$	100,000
E) Proposed Revised Budget (C+D)	\$	220,000
Explanation why funds are needed: This amendment will accelerate the purchase of equipment to construct an additional PLC control panel at the West River Water Treatment Plant Lagoon Beds as an expansion of the existing SCADA system, originally planned for FY 2027. This new panel will provide enhanced monitoring and control capabilities for lagoon operations. Total cost is estimated at \$100,000.		

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at QMC</i>	01/15/2026
2) Donor Vice President/Director	<i>Approved at QMC</i>	01/15/2026
3) Vice President - Finance & CFO	<i>Approved at QMC</i>	01/15/2026
4) Chief Executive Officer	<i>Approved at QMC</i>	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026
Requesting Division:	Customer Care & Technology
Requested By:	Patrick Keough
	B1 26-24 Jan/26
Type	Log
Mo/Yr	

Transfer From:	Account Number:	001-000-107132-046107
Project Description:	Lake Saltonstall Water Treatment Plant HVAC Upgrades	
A) Original Budget	\$	1,345,000
B) Total Previous Transfers (In or Out)	\$	250,000
C) This Transfer	\$	30,000
D) Revised Budget (A+/-B-C)	\$	1,065,000
E) Estimated Project Costs	\$	888,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$	177,000
Explanation why funds are available:		
Project will complete under budget.		

Transfer To:	Account Number:	001-000-107181-100033
Project Description:	Cybersecurity Enhancements	
A) Original Budget	\$	125,000
B) Previous Transfers (In or Out)	\$	-
C) Revised Budget (A+/-B)	\$	125,000
D) Amount to be Transferred	\$	30,000
E) Proposed Revised Budget (C+D)	\$	155,000
Explanation why funds are needed:		
This amendment will fund the acceleration of the purchase of a new internet-facing firewall that controls access to UMAX as part of the RWA's cybersecurity program. The new firewall will allow for higher speed capability for UMAX users, and increase the number of blocks from the current 20,000 to 50,000. Total cost is estimated at \$30,000.		

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	Approved at UMAC	01/15/2026
2) Donor Vice President/Director	Approved at UMAC	01/15/2026
3) Vice President - Finance & CFO	Approved at UMAC	01/15/2026
4) Chief Executive Officer	Approved at UMAC	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026	Type	Log	Mo/Yr
Requesting Division:	Operations	B2	26-25	Jan/26
Requested By:	Adam Cox			

Transfer From:	Account Number:	001-000-107142-000021
Project Description:	Sanitary Survey Results	
A) Original Budget	\$	250,000
B) Total Previous Transfers (In or Out)	\$	-
C) This Transfer	\$	250,000
D) Revised Budget (A+/-B-C)	\$	-
E) Estimated Project Costs	\$	-
F) Remaining Funds Available for Transfer, if any (D-E)	\$	-
Explanation why funds are available:		
The results of the Sanitary Survey found no significant improvements of a capital nature to be performed to RWA facilities. As a result, funds budgeted for potential work are not needed.		

Transfer To:	Account Number:	001-000-107192-104087
Project Description:	Trucks, Autos & Portable Equipment	
A) Original Budget	\$	1,630,000
B) Previous Transfers (In or Out)	\$	200,000
C) Revised Budget (A+/-B)	\$	1,830,000
D) Amount to be Transferred	\$	250,000
E) Proposed Revised Budget (C+D)	\$	2,080,000
Explanation why funds are needed:		
This amendment will fund the acceleration of the planned FY 2027 purchase of two new excavators for use by the Construction Department. The total cost is estimated at \$250,000.		

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at CMC</i>	01/15/2026
2) Donor Vice President/Director	<i>Approved at CMC</i>	01/15/2026
3) Vice President - Finance & CFO	<i>Approved at CMC</i>	01/15/2026
4) Chief Executive Officer	<i>Approved at CMC</i>	01/15/2026
5) Authority Members	Copy of minutes attached if required	

REGIONAL WATER AUTHORITY
REVIEW OF FINANCIAL DATA
December 31, 2025 (FY 2026)

STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION

Operating Revenues

FY26 revenue for water, including wholesale and fire service, is over budget by \$2,581k (approx. 3.1%).
Metered water revenue is over budget by \$2,306k (approx. 3.1%)

Total net other revenue is \$559k over budget due to other water revenue being over budget and other water and proprietary expenses being lower than budget.

Operating Expenses

Operating and Maintenance Expenses are currently under budget due to the following:

	Dec-25
Employee Benefits are under budget due to lower medical & other expenses, partially offset by O&M/non-O&M mix.	(271,000)
Administrative Building is under budget primarily due to timing.	(107,000)
General & Administrative is under budget primarily due to timing.	(211,000)
Transportation is under budget due to lower body repairs, parts and timing.	(118,000)
Utilities & Fuel is under budget due to lower than anticipated costs and timing.	(157,000)
Pump Power is under budget primarily due to timing.	(547,000)
Chemicals Expense is under budget primarily due to timing.	81,000
Postage is under budget due to a vendor credit and lower than anticipated costs.	(165,000)
Collection Expense is under budget due to lower year-to-date attorney fees, bank fees, and timing.	(78,000)
Business Improvement is under budget due to lower than anticipated costs and timing.	(242,000)
Insurance Premiums are over budget due to O&M/non-O&M mix and other factors.	214,000
Workers Compensation, pre-Churchill are under budget primarily due to reimbursement.	(50,000)
Outside Services is under budget across multiple areas.	(1,093,000)
Central Lab/Water Quality is under budget primarily due lower than anticipated costs.	(80,000)
Training and continued education is under budget due to lower than anticipated costs and timing.	(142,000)
Info. Technology Licensing & Maintenance Fees are over budget primarily due to timing.	291,000
Maintenance & Repairs are under budget primarily due to timing.	(313,000)
All Other	(48,000)
	<hr/>

Interest Income (3,036,000)

Interest Income is above budget primarily due to higher investment earnings.

PROJECTED MAINTENANCE TEST

The projected coverage is 1.26 with no shortfall.

REGIONAL WATER AUTHORITY
STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET POSITION
FOR THE MONTHS ENDING DECEMBER 31, 2025

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	FY 2025	FY 2026	FY 2026	(Under)Over
	Actual	Budget	Actual	Budget
Operating revenues				
Metered water revenues	\$ 71,824	\$ 75,265	\$ 77,571	\$ 2,306
Fire service	8,044	8,335	8,381	46
Wholesale	658	534	763	229
Other revenue - water	3,376	2,407	2,520	113
Other revenue - proprietary	9,857	10,049	9,640	(410)
Total operating revenues	93,759	96,591	98,875	2,285
Operating expenses				
Operating and maintenance expense	39,924	43,389	40,354	(3,036)
Expense associated with other revenue - water	1,915	1,315	1,113	(202)
Expense associated with other revenue - proprietary	4,350	5,260	4,606	(654)
Provision for uncollectible accounts	130	292	452	160
Depreciation and amortization	15,169	15,604	15,604	0
Payment in lieu of taxes	5,282	5,683	5,683	0
Amortization Pension Outflows/Inflows	127	1,117	1,117	(0)
Amortization OPEB Outflows/Inflows	(333)	(77)	(77)	0
Total operating expenses	66,565	72,583	68,852	(3,731)
Operating income	27,194	24,008	30,023	6,016
Nonoperating income and (expense)				
Interest income	6,178	3,938	5,297	1,359
(Loss) Gain on disposal of assets	539	(333)	(16)	317
Realized and unrealized (losses) gains on investments	-	-	-	-
Interest expense	(12,440)	(12,674)	(12,430)	244
Amortization of bond discount, premium, issuance cost and deferred losses	1,647	1,676	1,657	(19)
Amortization of Goodwill	-	-	-	-
Intergovernmental revenue	-	-	7,457	7,457
Contributions to related entities	-	-	-	-
Total nonoperating income and (expense) before capital contribution	(4,076)	(7,393)	1,965	9,357
Income (expense) before contributions	23,118	\$ 16,615	31,988	\$ 15,374
Capital contributions	1,680		4,255	
Change in net assets	24,798		36,243	
Total net assets - beginning of fiscal year	322,489		359,744	
Total net assets - end of reporting month	347,286		\$ 395,987	

	Budget	Projected	(Under)Over
	FY 2026	FY 2026	FY 2026
	@114%	@114%	@114%
FY 2026 MAINTENANCE TEST			
(Budget vs. Projected)			
Revenue Collected:			
Water sales	135,906	138,876	2,970
Interest Income	3,658	4,508	850
BABs Subsidy	616	616	-
Other Net	9,759	9,849	90
Common Non-Core	(300)	(200)	100
Total	149,639	153,649	4,010
Less:			
Operating and maintenance expenses	(74,062)	(74,062)	-
Depreciation	(10,750)	(10,750)	-
PILOT (A)	(9,623)	(9,623)	-
Net Avail for Debt Service (B)	\$ 55,204	\$ 59,214	\$ 4,010
Debt Service Payments (C)	\$ 47,494	46,871	\$ (623)
Debt Service @ 114% (D)	\$ 54,143	53,433	\$ (711)
Difference (B-D)	\$ 1,061	\$ 5,782	
RSF, Growth and/or General Fund (D)	-		
Coverage	116%	126%	

**REGIONAL WATER AUTHORITY
OPERATING AND MAINTENANCE EXPENSE
DEC 31, 2025**

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PERIOD ENDING DEC 31, 2025

	FY 2025 Actual	FY 2026 Budget	FY 2026 Actual	(Under) Over
1 Payroll	\$ 15,215	\$ 16,171	\$ 16,172	\$ 2
2 Employee Benefits	4,825	5,497	5,227	(271)
Pension Contributions	1,686	1,541	1,541	0
3 Administrative Building	673	721	614	(107)
4 General & Administrative	960	918	707	(211)
5 Transportation	517	602	483	(118)
6 Tools & Stores	242	252	207	(45)
7 Utilities & Fuel	1,146	1,356	1,199	(157)
8 Material From Inventory	177	215	242	27
9 Pump Power Purchased	2,458	3,031	2,483	(547)
10 Chemicals	2,093	2,020	2,101	81
11 Road Repairs	134	187	223	36
14 Postage	412	441	276	(165)
15 Printing & Forms	16	42	17	(25)
17 Collection Expense	584	679	601	(78)
18 Business Improvement	185	382	140	(242)
19 Public/Customer Information	117	117	101	(15)
20 Outside Services	2,528	2,576	1,484	(1,093)
21 Insurance Premiums	1,165	1,236	1,450	214
22 Worker's Compensation, pre-Churchill	29	26	(24)	(50)
23 Damages	28	44	38	(6)
24 Training & Cont. Education	292	273	131	(142)
25 Authority Fees	82	108	118	10
26 Consumer Counsel	42	35	31	(4)
27 RPB Fees	123	146	167	21
28 Organizational Dues	61	72	52	(21)
29 Donations	34	34	26	(8)
34 Central Lab/Water Quality	186	232	152	(80)
40 Environmental Affairs	136	119	102	(17)
44 Info. Technology Licensing & Maintenance Fees	1,768	1,914	2,205	291
45 Maintenance and Repairs	1,876	2,266	1,953	(313)
46 Regulatory Asset Amortization	136	136	136	0
	<u>\$ 39,924</u>	<u>\$ 43,389</u>	<u>\$ 40,354</u>	<u>\$ (3,036)</u>

South Central Regional Water Authority**Analysis of Accounts Receivable ("A/R")****(S000 omitted)****Total Accounts Receivable Aging (in days)**

	Dec 2025	Nov 2025	Oct 2025	Sept 2025	Aug 2025	July 2025	June 2025	May 2025	Apr 2025	Mar 2025	Feb 2025	Jan 2025	Dec 2024
Under 30	7,107	8,314	7,898	7,627	9,126	7,765	7,165	\$ 9,489	\$ 7,090	\$ 7,647	\$ 6,905	\$ 6,376	\$ 5,783
31-60	1,615	1,778	1,737	1,664	1,685	2,226	1,958	1,039	1,897	1,904	1,365	1,425	1,562
61-90	793	884	981	729	1,030	1,098	1,067	664	942	610	611	735	675
91-180	1,359	1,053	1,458	1,357	1,423	1,495	1,486	1,038	1,218	1,074	1,119	1,078	1,156
181-360	1,189	1,169	1,155	1,061	1,211	1,213	1,166	974	1,065	1,027	980	964	968
More than 1 year	2,836	2,937	2,898	2,782	2,859	3,032	3,071	2,929	3,077	3,209	3,253	3,306	3,432
Sub Total	14,899	16,135	16,127	15,220	17,334	16,829	15,913	16,133	15,289	15,471	14,233	13,884	13,576
Interest due	1,471	1,468	1,166	1,414	1,385	1,319	1,192	1,231	1,378	1,382	1,479	1,510	1,454
Total Gross A/R plus interest *****	\$ 16,370	\$ 17,603	\$ 17,293	\$ 16,634	\$ 18,719	\$ 18,148	\$ 17,105	\$ 17,364	\$ 16,667	\$ 16,853	\$ 15,712	\$ 15,394	\$ 15,030

Aged Accounts Receivable Focus of Collection Efforts

	Dec 2025	Nov 2025	Oct 2025	Sept 2025	Aug 2025	July 2025	June 2025	May 2025	Apr 2025	Mar 2025	Feb 2025	Jan 2025	Dec 2024
Greater than 60 days:													
A/R	\$ 7,487	\$ 7,325	\$ 7,651	\$ 7,156	\$ 7,190	\$ 8,157	\$ 7,982	\$ 6,767	\$ 7,533	\$ 7,135	\$ 7,266	\$ 7,408	\$ 7,492
Less: Multi-Tenants	(2,429)	(1,993)	(1,941)	(1,931)	(1,854)	(1,835)	(1,692)	(1,470)	(2,357)	(1,571)	(1,616)	(1,619)	(1,563)
Receiverships***	(1,430)	(1,400)	(1,407)	(1,420)	(1,390)	(1,569)	(1,556)	(1,120)	(1,741)	(1,723)	(1,776)	(1,891)	(1,952)
Liens	(1,192)	(1,269)	(1,261)	(1,104)	(1,154)	(1,940)	(1,962)	(1,951)	(1,500)	(2,069)	(2,024)	(1,937)	(1,842)
Total	\$ 2,436	\$ 2,663	\$ 3,042	\$ 2,701	\$ 2,792	\$ 2,813	\$ 2,772	\$ 2,226	\$ 1,935	\$ 1,772	\$ 1,850	\$ 1,961	\$ 2,135
	33%	36%	40%	38%	39%	34%	35%	33%	26%	25%	25%	26%	28%

Collection Efforts

	Dec 2025	Nov 2025	Oct 2025	Sept 2025	Aug 2025	July 2025	June 2025	May 2025	Apr 2025	Mar 2025	Feb 2025	Jan 2025	Dec 2024
Shuts *	\$ 14	\$ 31	\$ 28	\$ 76	\$ 67	\$ 8	\$ -	\$ -	\$ -	\$ -	\$ 8	\$ 37	\$ 31
Red Tags **	4	2	7	-	-	-	-	-	-	-	5	6	-
Receivers	14	3	12	5	14	6	6	26	25	-	38	82	27
Top 100 Collection Calls	127	178	137	-	-	-	-	444	190	318	394	108	-
Other ⁽¹⁾	1,740	1,462	1,717	1,714	1,885	1,814	724	434	723	390	626	958	948
Total	\$ 1,899	\$ 1,676	\$ 1,901	\$ 1,795	\$ 1,966	\$ 1,828	\$ 730	\$ 904	\$ 938	\$ 708	\$ 1,071	\$ 1,191	\$ 1,006

* Number of shuts

195

233

248

237

123

15

-

-

-

-

-

30

140

100

** Number of Red tags

51

32

45

-

-

-

-

-

25

49

-

***Receivership, Stipulated & Bankruptcy

****Reflects SAP AR as of 03/21/2025. Payments received between 03/22/25 to 03/31/25 are not reflected.

*****April, May, June, July, Aug., Sept., & Oct. 2025 A/R is under review and subject to change.

⁽¹⁾ Includes: Notices and letters and legal initiatives.

South Central Connecticut Regional Water Authority
90 Sargent Drive, New Haven, Connecticut 06511-5966; 203-562-4020
<http://www.rwater.com>

TO: David J. Borowy, Chairman
Todd Cort
Kevin J. Curseaden
Catherine E. LaMarr
Mario Ricozzi
Suzanne C. Sack

CC: Sunny Lakshminarayanan
Interim CEO

FROM: Rochelle Kowalski
Senior Vice President, Chief Financial Officer & Head of Corporation Development

DATE: January 16, 2026

SUBJECT: Exemption from Public Bidding

Attached is a request for the approval of two exemption from the public bidding requirement of section 16 of Special Act No. 77-98 as amended.

- Lake Whitney Water Treatment Plant Geothermal System
- Mount Carmel Wellfield – Backup Well 2A

Attachments

REQUEST FOR EXEMPTION FROM PUBLIC BIDDING FOR
LAKE WHITNEY WATER TREATMENT PLANT GEOTHERMAL SYSTEM
AS REQUIRED BY CONNECTICUT SPECIAL ACT NO. 77-98 AS AMENDED

JANUARY 2026

SPECIFIC STATUTORY PROVISIONS

All contracts in excess of fifty thousand dollars for any supplies, materials, equipment, construction work or other contractual services shall be in writing and shall be awarded upon sealed bids or proposals made in compliance with a public notice duly advertised by publication in one or more newspapers of general circulation or, if there are no such newspapers, in appropriate electronic media, including, without limitation, the authority's Internet web site, as are likely to reach a broad segment of potential vendors, at least ten days before the time fixed for opening said bids or proposals, except for (1) contracts for professional services, (2) when the supplies, materials, equipment or work can only be furnished by a single party, (3) when the authority determines by a two-thirds vote of the entire authority that the award of such contract by negotiation without public bidding will be in the best interest of the authority, or (4) when the procurement is made as a result of participation in a procurement group, alliance or consortium made up of other state or federal government entities in which the state of Connecticut is authorized to participate. The authority may in its sole discretion reject all such bids or proposals or any bids received from a person, firm or corporation the authority finds to be unqualified to perform the contract, and shall award such contract to the lowest responsible bidder qualified to perform the contract.
(Section 16, Special Act 77-98 as amended).

REQUEST FOR EXEMPTION

This request is for an exemption from competitive bidding for contracting with Controlled Air, Inc. in the amount of \$427,000 for the installation of new compressors associated with the existing geothermal heat pump system at the Lake Whitney Water Treatment Plant.

REASON FOR REQUEST

The requirement is for specialized HVAC services/equipment related to the Lake Whitney Water Treatment Plant Geothermal System. The facility currently operates 12 heat pump units, each equipped with two compressors, totaling 24 compressors. Of these, eight compressors are inoperable. This requirement demands a high level of specialized and technical expertise, familiarity with the RWA's existing system and infrastructure, price reasonableness, and the ability to ensure seamless integration, risk mitigation and minimize operational disruption.

Controlled Air, Inc. is a very reputable contractor and has been a valued vendor for the RWA for many years. They are very familiar with RWA's facilities and equipment and have the level of understanding for this unique and specialized work to complete the job successfully. Therefore, they have been identified as the most qualified source capable of completing the required equipment installation and retrofit to the existing system in a cost-effective manner. A competitive bid for this specialized work is not needed, nor in the best interest of the organization and our customers.

SUMMARY

Approval of this bid exemption for Controlled Air, Inc. will benefit the RWA by using a contractor who performs a significant amount of HVAC work for RWA, is very familiar with the Lake Whitney Water Treatment Plant geothermal system, and who has the expertise to perform this specialized work effectively and efficiently. Management therefore respectfully requests a bid exemption in the amount of \$427,000 to complete the installation of improvements to the Lake Whitney Water Treatment Plant Geothermal System.

REQUEST FOR EXEMPTION FROM PUBLIC BIDDING FOR
MOUNT CARMEL WELLFIELD - BACKUP WELL 2A
AS REQUIRED BY CONNECTICUT SPECIAL ACT NO. 77-98 AS AMENDED

JANUARY 2026

SPECIFIC STATUTORY PROVISIONS

All contracts in excess of fifty thousand dollars for any supplies, materials, equipment, construction work or other contractual services shall be in writing and shall be awarded upon sealed bids or proposals made in compliance with a public notice duly advertised by publication in one or more newspapers of general circulation or, if there are no such newspapers, in appropriate electronic media, including, without limitation, the authority's Internet web site, as are likely to reach a broad segment of potential vendors, at least ten days before the time fixed for opening said bids or proposals, except for (1) contracts for professional services, (2) when the supplies, materials, equipment or work can only be furnished by a single party, (3) when the authority determines by a two-thirds vote of the entire authority that the award of such contract by negotiation without public bidding will be in the best interest of the authority, or (4) when the procurement is made as a result of participation in a procurement group, alliance or consortium made up of other state or federal government entities in which the state of Connecticut is authorized to participate. The authority may in its sole discretion reject all such bids or proposals or any bids received from a person, firm or corporation the authority finds to be unqualified to perform the contract, and shall award such contract to the lowest responsible bidder qualified to perform the contract.
(Section 16, Special Act 77-98 as amended).

REQUEST FOR EXEMPTION

This request is for an exemption from competitive bidding for contracting with Weston & Sampson (dba SB Church) in the amount of \$785,000 for the installation of a backup to Well 2 at the Mount Carmel Wellfield (Well 2A).

REASON FOR REQUEST

The Mount Carmel Wellfield, located in Hamden, is a critical source to provide water service to the York Hill Service Area, particularly during high-demand periods. There are two existing active wells, Well 1A and 2. This request is related to the installation of a new backup well for Well 2. This well was installed in 1963 and has decreased significantly in capacity. A new well is necessary to provide the additional flows required to meet the demands of the system. The new well, designated a backup well for permitting purposes, will be equipped with the proprietary Aqua Gard system, which will enable RWA to perform preventative maintenance to help prevent the decline in capacity from the onset and extend the life of the well.

The SB Church Company has a long, successful history of installing and maintaining RWA's wells, and owns the proprietary rights to this patented technology. With approval of this bid exemption, RWA will work with SB Church as a contractor to install the new production well with the Aqua Gard equipment and associated site work.

SUMMARY

The results of this exemption would benefit the Authority and our customers by expediting the procurement process and installing the new production well at the Mount Carmel Wellfield, allowing the additional time required for UI to provide the electrical specifications and requirements. SB Church is a knowledgeable contractor with many years of experience working with RWA in each of the wellfields. The exemption will allow the most cost-effective, efficient scheduling of work associated with this project and enable the contractor to complete work as soon as possible. Therefore, Management respectfully requests a bid exemption in the amount of \$785,000 to complete the installation of the Mount Carmel Wellfield – Backup Well 2A.

South Central Connecticut Regional Water Authority
90 Sargent Drive, New Haven, Connecticut 06511-5966

<http://www.rwater.com>

To: Authority Board

Cc: Prem Singh, VP Customer Care & Chief Information Digital Officer
Rochelle Kowalski, SVP CFO
Sunny Lakshminarayanan, Interim President & CEO

From: Bridgette Hoskie, Director Customer Care

Date: January 22, 2026

Subject: Customer Assistance Program (CAP) Update

Background

The Dollar Energy Program (DEP) provides energy assistance grants to qualifying households based on household income relative to the State Median Income (SMI). The program is internally funded by RWA to help hardship low-income customers in our region. The program experienced lower-than-expected applicant participation while the federal Low Income Household Water Assistance Program (LIHWAP) was very successfully and currently suspended. From calendar years (2022–2024) approximately 388 grants were processed, for CY 2025 approximately 163 grants were processed. With the support of our Consumer Affairs Committee, OCA and the Authority, management is looking to revise the eligibility criteria and award amount to benefit customers in need of assistance. The revised Customer Assistance Program (CAP) is comparable to our peer water utilities in the state and is consistent with the guidelines of the State Median Income (SMI) published by the CT Dept. of Social Services.

Customer Assistance Program Updates

Dollar Energy Program

To encourage broader participation, the program's grant offer criteria are being updated for CY 2026 as follows:

The current grant awards \$175 per application as assistance for customers at or below 250% of the 2025 Federal Poverty Level (FPL) and is being replaced by two tiers listed below.

- \$225 grants will now be available to households between 61% and 75% of SMI
- \$300 grants will be available to households with upto 60% of SMI

The revised program is expected to start by the end of January 2026 and will cap at \$50,000 in total grants per year to assess program adoption.

The change is intended to curtail downturn economic conditions and affordability to increase program participation by expanding eligibility and better aligning grant amounts for low-income customers. This update ensures our Dollar Energy Program remains responsive to community needs and optimizes the impact of available funding to serve our higher purpose.

Low Income Household Water Assistance Program (LIHWAP)

LIHWAP was established in 2020 by the Federal Department of Social Services and was initially funded through the American Rescue Plan Act. In Connecticut, the program provided a one-time assistance benefit of up to \$1,000 and delivered more than \$1 million in grants to RWA customers. Although the program has since closed, RWA has collaborated with AMWA to advocate for its reinstatement. Currently there is a pending legislation, H.R. 4733 (119th Congress), which seeks to permanently fund and reauthorize LIHWAP.

TO: David J. Borowy
Todd Cort
Kevin J. Curseaden
Catherine E. LaMarr
Mario Ricozzi
Suzanne C. Sack

FROM: Rochelle Kowalski

COPY TO: Sunny Lakshminarayanan

DATE: January 16, 2026

SUBJECT: Capital Budget Transfer – Type B3 Amendments

As prescribed in the Capital Budget Manual, Exhibit 12, Capital Budget Amendment Procedure, Part 1, Type B Amendment, Item 3, Authority approval is required for a transfer of funds from an existing capital account to either another capital account or a newly created capital account if the value is greater than \$500,000.

Filter Media Replacement: In order to gain efficiencies, Management wishes to accelerate the replacement of spent media at the Lake Whitney Water Treatment plant, avoiding future material cost increases, as well potential future material procurement issues. Amendment No. 26-13 will transfer \$800,000 from the Ford Street Tank #1 Painting & Stairs project account into the Filter Media Replacement capital budget account.

The following resolution will be necessary to carry out the foregoing:

Resolved: that the Authority approves the transfer of \$800,000 from the Ford Street Tank #1 Painting & Stairs capital budget account to the Filter Media Replacement capital budget account.

Project Reserve:

Lake Gaillard Water Treatment Plant Local Control Console Upgrade: This project has experience prolonged material delivery delays. As a result, delivery of critical components and project completion is now anticipated in FY 2027. Amendment No. 26-26 will transfer \$650,000 from the Lake Gaillard Water Treatment Plant Local Console Upgrade project account to the project reserve budget account to be held for utilization by the Lake Gaillard Water Treatment Plant Local Control Console Upgrade project in FY 2027.

Lake Gaillard Water Treatment Plant Chemical Feed Improvements: Due to extended delays in receiving DPH approvals for bidding and award on this DWSRF project, the anticipated schedule for the project was shifted. As a result of the schedule change, expenditures for FY 2026 will be under budget. Amendment No. 26-27 will transfer \$510,000 from the Lake Gaillard Water Treatment Plant Chemical Feed Improvements project account to the project reserve budget account to be held for utilization by the Lake Gaillard Water Treatment Plant project in FY 2027.

West River Water Treatment Plant Drying Bed Improvements: Due to significantly extended delays in receiving required DPH and DEEP approvals for the project, the anticipated schedule for the project was shifted. As a result of the schedule change, expenditures for FY 2026 will be under budget. Amendment No. 26-28 will transfer \$2,000,000 from the West River Water Treatment Plant Drying Bed Improvements project account to the project reserve budget account to be held for utilization by the West River Water Treatment Plant Drying Bed Improvements project in FY 2027.

North Cheshire Wellfield Facility Improvements: Due to significantly extended delays in receiving required DPH approvals for the project, the anticipated schedule for the project was shifted. As a result of the schedule change, expenditures for FY 2026 will be under budget. Amendment No. 26-29 will transfer \$750,000 from the North Cheshire Wellfield Facility Improvements project account to the project reserve budget account to be held for utilization by the North Cheshire Wellfield Facility Improvements project in FY 2027.

Lead Service Line Replacements: Due to extended bid document review by DPH, approval to bid the pilot replacement project in Milford has been delayed. As a result of the schedule change, expenditures for FY 2026 will be under budget. Amendment No. 26-30 will transfer \$1,300,000 from the Lead Service Line Replacements project account to the project reserve budget account to be held for utilization by the Lead Service Line Replacements project in FY 2027.

North Branford Tank Replacement: Due to delays in receiving DPH project approval, and internal RPB submission delays, the project schedule has shifted. As a result of the schedule change, expenditures for FY 2026 will be under budget. Amendment No. 26-31 will transfer \$400,000 from the North Branford Tank Replacement project account to the project reserve budget account to be held for utilization by the North Branford Tank Replacement project account in FY 2027.

The following resolution will be necessary to carry out the foregoing:

Resolved: that the Authority approves the transfer of \$650,000 from the Lake Gaillard Water Treatment Plant project account; \$510,000 from the Lake Gaillard Water Treatment Plant Chemical Feed Improvements project account; \$2,000,000 from the West River Water Treatment Plant Drying Bed Improvements project account; \$750,000 from the North Cheshire Wellfield Facility Improvements project account; \$1,300,000 from the Lead Service Line Replacements project account; and \$400,000 from the North Branford Tank Replacement project account to the project reserve capital budget account.

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026	Type	Log	Mo/Yr
Requesting Division:	Engineering & Environmental Services	B3	26-13	Jan/26
Requested By:	Orville Kelly			

Transfer From:	
Account Number:	001-000-107142-090031
Project Description:	Ford Street Tank #1 Painting & Stairs
A) Original Budget	\$ 2,813,000
B) Total Previous Transfers (In or Out)	\$ -
C) This Transfer	\$ 800,000
D) Revised Budget (A+/-B-C)	\$ 2,013,000
E) Estimated Project Costs	\$ 1,800,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$ 213,000
<p>Explanation why funds are available:</p> <p>Bis received for the project were significantly lower than anticipated. As a result, project work will complete under budget.</p>	

Transfer To:	
Account Number:	001-000-107132-116080
Project Description:	Filter Media Replacements
A) Original Budget	\$ 800,000
B) Previous Transfers (In or Out)	\$ (345,000)
C) Revised Budget (A+/-B)	\$ 455,000
D) Amount to be Transferred	\$ 800,000
E) Proposed Revised Budget (C+D)	\$ 1,255,000
<p>Explanation why funds are needed:</p> <p>This amendment will fund the acceleration of media replacement at the Lake Whitney Water Treatment plant planned for FY 2027. The media at the Lake Whitney Water Treatment Plant requires replacement based on the age of the media and low iodine test result levels. The new media will enhance contaminant removal, including PFAS.</p>	

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at CMC</i>	01/15/2026
2) Donor Vice President/Director	<i>Approved at CMC</i>	01/15/2026
3) Vice President - Finance & CFO	<i>Approved at CMC</i>	01/15/2026
4) Chief Executive Officer	<i>Approved at CMC</i>	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026	Type	Log	Mo/Yr
Requesting Division:	Operations	B3	26-26	Jan/26
Requested By:	Patrick Keough			

Transfer From:				
Account Number:	001-000-107132-116114			
Project Description:	Lake Gaillard Water Treatment Plant Local Control Console Upgrade			
A) Original Budget	\$		950,000	
B) Total Previous Transfers (In or Out)	\$		-	
C) This Transfer	\$		650,000	
D) Revised Budget (A+/-B-C)	\$		300,000	
E) Estimated Project Costs	\$		300,000	
F) Remaining Funds Available for Transfer, if any (D-E)	\$		-	
Explanation why funds are available: As a result of continued material delivery delays, the project is no longer expected to complete in Fiscal Year 2026. Completion is now anticipated in FY 2027.				

Transfer To:				
Account Number:	N/A			
Project Description:	Project Reserve			
A) Original Budget	\$		500,000	
B) Previous Transfers (In or Out)	\$		-	
C) Revised Budget (A+/-B)	\$		500,000	
D) Amount to be Transferred	\$		650,000	
E) Proposed Revised Budget (C+D)	\$		1,150,000	
Explanation why funds are needed: This amendment will transfer funds from the Lake Gaillard Water Treatment Plant Local Console Upgrade to the project reserve fund to be held for Fiscal Year 2027.				

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at CMC</i>	01/15/2026
2) Donor Vice President/Director	<i>Approved at CMC</i>	01/15/2026
3) Vice President - Finance & CFO	<i>Approved at CMC</i>	01/15/2026
4) Chief Executive Officer	<i>Approved at CMC</i>	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026	Type	Log	Mo/Yr
Requesting Division:	Engineering & Environmental Services	B3	26-27	Jan/26
Requested By:	Orville Kelly			

Transfer From:	
Account Number:	001-000-107132-116110
Project Description:	Lake Gaillard Water Treatment Plant Chemical Feed Improvements
A) Original Budget	\$ 725,000
B) Total Previous Transfers (In or Out)	\$ -
C) This Transfer	\$ 510,000
D) Revised Budget (A+/-B-C)	\$ 215,000
E) Estimated Project Costs	\$ 215,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$ -
<p>Explanation why funds are available:</p> <p>Due to extended delays in receiving DPH approvals for bidding and award on this DWSRF project, the anticipated schedule for the project was shifted. As a result of the schedule change, expenditures for FY 2026 will be under budget.</p>	

Transfer To:	
Account Number:	N/A
Project Description:	Project Reserve
A) Original Budget	\$ 500,000
B) Previous Transfers (In or Out)	\$ 650,000
C) Revised Budget (A+/-B)	\$ 1,150,000
D) Amount to be Transferred	\$ 510,000
E) Proposed Revised Budget (C+D)	\$ 1,660,000
<p>Explanation why funds are needed:</p> <p>This amendment will transfer funds from the Lake Gaillard Water Treatment Plant Chemical Feed Improvements project to the project reserve fund to be held for Fiscal Year 2027.</p>	

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at UMC</i>	01/15/2026
2) Donor Vice President/Director	<i>Approved at UMC</i>	01/15/2026
3) Vice President - Finance & CFO	<i>Approved at UMC</i>	01/15/2026
4) Chief Executive Officer	<i>Approved at UMC</i>	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026	Type	Log	Mo/Yr
Requesting Division:	Engineering & Environmental Services	B3	26-28	Jan/26
Requested By:	Orville Kelly			

Transfer From:				
Account Number:	001-000-107132-160046			
Project Description:	West River Water Treatment Plant Drying Bed Improvements			
A) Original Budget	\$		2,480,000	
B) Total Previous Transfers (In or Out)	\$		-	
C) This Transfer	\$		2,000,000	
D) Revised Budget (A+/-B-C)	\$		480,000	
E) Estimated Project Costs	\$		480,000	
F) Remaining Funds Available for Transfer, if any (D-E)	\$		-	
Explanation why funds are available: Due to significantly extended delays in receiving required DPH and DEEP approvals for the project, the anticipated schedule for the project was shifted. As a result of the schedule change, expenditures for FY 2026 will be under budget.				

Transfer To:				
Account Number:	N/A			
Project Description:	Project Reserve			
A) Original Budget	\$		500,000	
B) Previous Transfers (In or Out)	\$		1,160,000	
C) Revised Budget (A+/-B)	\$		1,660,000	
D) Amount to be Transferred	\$		2,000,000	
E) Proposed Revised Budget (C+D)	\$		3,660,000	
Explanation why funds are needed: This amendment will transfer funds from the West River Water Treatment Plant Drying Bed Improvements project to the project reserve fund to be held for Fiscal Year 2027.				

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at CMC</i>	01/15/2026
2) Donor Vice President/Director	<i>Approved at CMC</i>	01/15/2026
3) Vice President - Finance & CFO	<i>Approved at CMC</i>	01/15/2026
4) Chief Executive Officer	<i>Approved at CMC</i>	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026	Type	Log	Mo/Yr
Requesting Division:	Engineering & Environmental Services	B3	26-29	Jan/26
Requested By:	Orville Kelly			

Transfer From:	
Account Number:	001-000-107132-030050
Project Description:	North Cheshire Wellfield Facility Improvements
A) Original Budget	\$ 2,250,000
B) Total Previous Transfers (In or Out)	\$ -
C) This Transfer	\$ 750,000
D) Revised Budget (A+/-B-C)	\$ 1,500,000
E) Estimated Project Costs	\$ 1,500,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$ -
<p>Explanation why funds are available:</p> <p>Due to significantly extended delays in receiving required DPH approvals for the project, the anticipated schedule for the project was shifted. As a result of the schedule change, expenditures for FY 2026 will be under budget.</p>	

Transfer To:	
Account Number:	N/A
Project Description:	Project Reserve
A) Original Budget	\$ 500,000
B) Previous Transfers (In or Out)	\$ 3,160,000
C) Revised Budget (A+/-B)	\$ 3,660,000
D) Amount to be Transferred	\$ 750,000
E) Proposed Revised Budget (C+D)	\$ 4,410,000
<p>Explanation why funds are needed:</p> <p>This amendment will transfer funds from the North Cheshire Wellfield Facility Improvements project to the project reserve fund to be held for Fiscal Year 2027.</p>	

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at CMC</i>	01/15/2026
2) Donor Vice President/Director	<i>Approved at CMC</i>	01/15/2026
3) Vice President - Finance & CFO	<i>Approved at CMC</i>	01/15/2026
4) Chief Executive Officer	<i>Approved at CMC</i>	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026	Type	Log	Mo/Yr
Requesting Division:	Engineering & Environmental Services	B3	26-30	Jan/26
Requested By:	Victor Benni			

Transfer From:	
Account Number:	001-000-107143-000057
Project Description:	Lead Service Line Replacements
A) Original Budget	\$ 2,500,000
B) Total Previous Transfers (In or Out)	\$ -
C) This Transfer	\$ 1,300,000
D) Revised Budget (A+/-B-C)	\$ 1,200,000
E) Estimated Project Costs	\$ 1,200,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$ -
<p>Explanation why funds are available:</p> <p>Due to extended bid document review by DPH, approval to bid the pilot replacement project in Milford has been delayed. As a result of the schedule change, expenditures for FY 2026 will be under budget.</p>	

Transfer To:	
Account Number:	N/A
Project Description:	Project Reserve
A) Original Budget	\$ 500,000
B) Previous Transfers (In or Out)	\$ 3,910,000
C) Revised Budget (A+/-B)	\$ 4,410,000
D) Amount to be Transferred	\$ 1,300,000
E) Proposed Revised Budget (C+D)	\$ 5,710,000
<p>Explanation why funds are needed:</p> <p>This amendment will transfer funds from the Lead Service Line Replacement project to the project reserve fund to be held for Fiscal Year 2027.</p>	

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at CMC</i>	01/15/2026
2) Donor Vice President/Director	<i>Approved at CMC</i>	01/15/2026
3) Vice President - Finance & CFO	<i>Approved at CMC</i>	01/15/2026
4) Chief Executive Officer	<i>Approved at CMC</i>	01/15/2026
5) Authority Members	Copy of minutes attached if required	

CAPITAL BUDGET AMENDMENT REQUEST

Request Date:	01/15/2026	Type	Log	Mo/Yr
Requesting Division:	Engineering & Environmental Services	B2	26-31	Jan/26
Requested By:	Orville Kelly			

Transfer From:	
Account Number:	001-000-107142-116107
Project Description:	North Branford Tank Replacement
A) Original Budget	\$ 500,000
B) Total Previous Transfers (In or Out)	\$ -
C) This Transfer	\$ 400,000
D) Revised Budget (A+/-B-C)	\$ 100,000
E) Estimated Project Costs	\$ 100,000
F) Remaining Funds Available for Transfer, if any (D-E)	\$ -
<p>Explanation why funds are available:</p> <p>Due to delays in receiving DPH project approval, and internal RPB submission delays, the project schedule has shifted. As a result of the schedule change, expenditures for FY 2026 will be under budget.</p>	

Transfer To:	
Account Number:	N/A
Project Description:	Project Reserve
A) Original Budget	\$ 500,000
B) Previous Transfers (In or Out)	\$ 5,210,000
C) Revised Budget (A+/-B)	\$ 5,710,000
D) Amount to be Transferred	\$ 400,000
E) Proposed Revised Budget (C+D)	\$ 6,110,000
<p>Explanation why funds are needed:</p> <p>This amendment will transfer funds from the North Branford Tank Replacement project to the project reserve fund to be held for Fiscal Year 2027.</p>	

Approvals As Required By Type	Signature	Date
1) Requesting Vice President/Director	<i>Approved at CMC</i>	01/15/2026
2) Donor Vice President/Director	<i>Approved at CMC</i>	01/15/2026
3) Vice President - Finance & CFO	<i>Approved at CMC</i>	01/15/2026
4) Chief Executive Officer	<i>Approved at CMC</i>	01/15/2026
5) Authority Members	Copy of minutes attached if required	

South Central Connecticut Regional Water Authority

Compensation Committee

October 23, 2025

Special Meeting Minutes

A special meeting of the South Central Connecticut Regional Water Authority Compensation Committee took place on Thursday, October 23, 2025, at 90 Sargent Drive, New Haven, Connecticut and via remote access. Chair Curseaden presided.

Present: **Committee Members** - Messrs. Curseaden, Borowy, Ricozzi, and Mss. LaMarr(R) and Sack
 Management - Ms. Kowalski and Calo(R), and Messrs. Lakshminarayanan, Hill(R), and Singh
 Staff - Mrs. Slubowski

8. MEET AS COMPENSATION COMMITTEE (SPECIAL MEETING)

Chair Curseaden called the meeting to order at 3:35p.m.

8.1 APPROVE MINUTES – AUGUST 28, 2025 MEETING

On motion made by Ms. Sack and seconded by Mr. Ricozzi, the Committee voted unanimously to approve the minutes of its August 28, 2025 special meeting.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

8.2 CEO FY 2025 PERFORMANCE REVIEW

At 3:36 p.m., Mss. Kowalski, Calo, Slubowski, and Messrs. Hill and Singh withdrew from the meeting. On motion made by Ms. Sack and seconded by Mr. Ricozzi, the Committee voted to go into executive session, to discuss CEO FY 2025 performance, pursuant to C.G.S. Section 1-200(6)(A), pertaining to performance and evaluation. Present in executive session were the Committee members and Mr. Lakshminarayanan.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

At 3:48 p.m., Mr. Lakshminarayanan withdrew from the meeting.

At 4:10 p.m., Mr. Lakshminarayanan entered the meeting.

At 4:15 p.m., the Committee came out of executive session. No votes were taken in, or as a result of executive session.

South Central Connecticut Regional Water
Compensation Committee
October 23, 2025

The Committee discussed the performance of the CEO in his roles as Interim President and CEO and VP of Engineering. The consensus of the Committee was that there were many positive aspects of his performance, as well as areas of opportunity. After discussion, the Committee agreed by consensus to proceed with the CEO's bonus and salary increase, as aligned with other executive team members.

On motion made by Ms. Sack and seconded by Mr. Ricozzi, the committee voted unanimously to adjourn the meeting.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

Kevin Curseaden, Chair

(R) – Attended meeting remotely.

UNAPPROVED

Compensation Committee FY2027 Work Plan

The Compensation Committee plays a role in overseeing and optimizing executive compensation for the CEO and other officers of the company including a review of RWA's compensation strategy and evaluation of the CEO's performance on strategic priorities.

July 2026

- Discussion: CEO FY26 Performance Assessment
- Discussion: Officer FY26 Performance Assessments
- Consent Agenda: CEO FY27 Strategic Priorities

December 2026

- Discussion: RWA Compensation Strategy/Industry Standards