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From: Norman Jerke [REDACTED]

Sent: Wednesday, December 14, 2022 8:15 AM

To: Nelson, Chris

Subject: [EXT] Xcel

Chris,

I know that there isn't anything I can do about the 18 percent increase on rates. Are you aware of anyone else that serves my area [REDACTED], Sioux Falls. Unfortunately non profits in my day didn't get those kind of salary increases and neither does social security. 😊 Just trying to see if I have some options, Thanks Norm