



Lincoln Electric System

**LES RESOLUTION 2026-X**

WHEREAS, the Lincoln Electric System (LES) Administrative Board’s Personnel & Organization Committee, with input from the LES Administrative Board, has reviewed the performance of CEO Emeka Anyanwu for the 2024 calendar year;

WHEREAS, the Personnel & Organization Committee review concluded that Emeka Anyanwu’s performance is Exceptional and Exceeds Expectations, set by the Board for LES;

WHEREAS, LES is well-known and well-respected throughout the local community and among both public power and privately-owned utilities, and in particular, is viewed by the financial markets as a well-run, innovative, stable organization worthy of the highest levels of financial ratings;

WHEREAS, Emeka Anyanwu has used his leadership skills to lead his team in pursuit of maintaining electric service in a low-cost, reliable, and environmentally conscious manner.

NOW, THEREFORE, BE IT RESOLVED, that the LES Administrative Board authorizes and approves a merit increase for Emeka Anyanwu, CEO, of \_\_\_\_\_% of his salary for an annualized salary of \$\_\_\_\_\_ effective June 1, 2026.

\_\_\_\_\_  
Chair

Adopted: \_\_\_\_\_