



# NAVAJO IMPACT



**San Juan Generating Station**  
56 Navajo workers (27%)  
105 Navajo contractors/suppliers



**San Juan Coal Company**  
133 Navajo workers (50%)  
10 Navajo contractors/suppliers

## PNM & PNMR AFFECTED EMPLOYEES



SEVERANCE



\$10.4 MILLION  
ESTIMATED  
TOTAL SEVERANCE



203  
CURRENT SJGS  
EMPLOYEES



> 160  
EMPLOYEES AS  
OF JUNE 30, 2022



> 10 EMPLOYEES  
> 170 TOTAL  
EMPLOYEES



AVERAGE  
9 MONTHS  
SEVERANCE



JOB TRAINING

\$1.3 MILLION  
ESTIMATED  
TOTAL TRAINING

\$10,000 PER EMPLOYEE  
PER YEAR / AVG \$8,000  
EDUCATION ASSISTANCE  
REFER TO POLICY

PNM SPONSORED CERTIFICATION  
CLASSES OR OTHER JOB TRAINING

## SAN JUAN COAL COMPANY EMPLOYEES



SEVERANCE

\$7.4 MILLION  
PLUS SJCC  
SEVERANCE



242  
MINE  
EMPLOYEES



> 50  
EMPLOYEES  
(2022 - 2035)

6 MONTHS  
SEVERANCE

SEVERANCE OF \$7.4 MILLION  
PAID FOR BY PNM CUSTOMERS  
DUE TO PUBLIC POLICY  
DECIDED BY LEGISLATURE

SEVERANCE SERVICES PROVIDED THROUGH THIRD PARTY - FUNDED APRIL 30, 2020 AND PRC APPROVAL



JOB TRAINING

\$1.5 MILLION  
ESTIMATED  
TOTAL TRAINING

\$8,000 PER EMPLOYEE

SCHOLARSHIP FUND  
THROUGH NEW MEXICO  
WORKFORCE SOLUTIONS

## NAVAJO NATION OUTREACH MEETINGS



**August 11**  
Noon

Meeting with  
Shiprock Chapter



**August 12**  
3:00

Meeting with  
Nenahnezad Chapter



**August 13**  
6:00

Meeting with  
San Juan Chapter



**August 18**  
3:00

Meeting with  
Tse' Daa' Kaan Chapter  
(Hogback)



**August 20**  
5:00

Meeting with  
Upper Fruitland  
Chapter

## ECONOMIC AID UNDER THE ENERGY TRANSACTION ACT

\$17.8 M SEVERANCE FOR AFFECTED WORKERS

\$8,000 avg PER WORKER FOR TRAINING

\$2.8 M NEW TRAINING

\$1.8 INDIAN AFFAIRS

\$18 M COMMUNITY

\$12 DISPLACED WORKER FUND-  
Displaced Worker Fund includes any businesses and employees  
in addition to PNM and the coal mine

