

At December 31, 2015, certain of our Utilities Group employees were covered by the following collective bargaining agreements:

Utility	Number of Employees	Union Affiliation	Expiration Date of Collective Bargaining Agreement
Black Hills Power	138	IBEW Local 1250	March 31, 2017
Cheyenne Light	44	IBEW Local 111	June 30, 2016
Colorado Electric	118	IBEW Local 667	April 15, 2018
Iowa Gas	119	IBEW Local 204	July 31, 2020
Kansas Gas	19	Communications Workers of America, AFL-CIO Local 6407	December 31, 2019
Nebraska Gas	148	IBEW Local 244	March 13, 2017
Total	<u>586</u>		

ITEM 1A. RISK FACTORS

The nature of our business subjects us to a number of uncertainties and risks. The following risk factors and other risk factors that we discuss in our periodic reports filed with the SEC should be considered for a better understanding of our Company. These important factors and other matters discussed herein could cause our actual results or outcomes to differ materially.

OPERATING RISKS

Our current or future development, expansion and acquisition activities may not be successful, which could impair our ability to execute our growth strategy.

Execution of our future growth plan is dependent on successful ongoing and future development, expansion and acquisition activities. We can provide no assurance that we will be able to complete development projects or acquisitions we undertake or continue to develop attractive opportunities for growth. Factors that could cause our development, expansion and acquisition activities to be unsuccessful include:

- Our inability to obtain required governmental permits and approvals or the imposition of adverse conditions upon the approval of any acquisition;
- Our inability to secure adequate utility rates through regulatory proceedings;
- Our inability to obtain financing on acceptable terms, or at all;
- The possibility that one or more credit rating agencies would downgrade our issuer credit rating to below investment grade, thus increasing our cost of doing business;
- Our inability to successfully integrate any businesses we acquire;
- Our inability to attract and retain management or other key personnel;
- Our inability to negotiate acceptable acquisition, construction, fuel supply, power sales or other material agreements;
- The trend of utilities building their own generation or looking for developers to develop and build projects for sale to utilities under turnkey arrangements;
- Reduced growth in the demand for utility services in the markets we serve;
- Changes in federal, state, local or tribal laws and regulations, particularly those which would make it more difficult or costly to fully develop our coal reserves, our oil and gas reserves and our generation capacity;
- Fuel prices or fuel supply constraints;
- Pipeline capacity and transmission constraints;