
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

FORM 8-K

CURRENT REPORT

**Pursuant to Section 13 or 15(d) of
the Securities Exchange Act of 1934**

Date of Report (Date of earliest event reported) **June 13, 2025**

Xcel Energy Inc.

(Exact name of registrant as specified in its charter)

Minnesota

(State or other jurisdiction of incorporation)

001-3034

(Commission File Number)

41-0448030

(IRS Employer Identification No.)

**414 Nicollet Minneapolis, Minnesota
Mall,**

(Address of Principal Executive Offices)

55401

(Zip Code)

(612) 330-5500

(Registrant's Telephone Number, Including Area Code)

N/A

(Former Name or Former Address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

| Title of each class | Trading Symbol(s) | Name of each exchange on which registered |
|--|--------------------------|--|
| Common Stock, \$2.50 par value per share | XEL | Nasdaq Stock Market LLC |

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (17 CFR §230.405) or Rule 12b-2 of the Securities Exchange Act of 1934 (17 CFR §240.12b-2).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

(b)

On June 13, 2025, Rob Berntsen, Executive Vice President, Chief Legal and Compliance Officer at Xcel Energy Inc. ("Xcel Energy"), provided notice that he will be leaving Xcel Energy effective immediately to pursue another opportunity.

Effective June 16, 2025, Ryan Long was promoted to Executive Vice President, Chief Legal and Compliance Officer at Xcel Energy. Mr. Long has been serving as President, Northern States Power Company (a Minnesota corporation) ("NSPM"), since January 2024 and will continue overseeing NSPM while an internal and external search for the next NSPM President is conducted. Prior to his role at NSPM, Mr. Long served in various legal roles since joining Xcel Energy in 2015, including Interim General Counsel, Vice President & Deputy General Counsel, Managing Attorney, Lead Assistant General Counsel and Principal Attorney. Before joining Xcel Energy, Mr. Long worked as a lawyer for Faegre Baker Daniels (now known as Faegre Drinker Biddle & Reath) in Minneapolis and Cravath, Swaine & Moore in New York City.

A copy of the press release announcing this leadership change is filed as Exhibit 99.01 hereto.

Item 9.01. Financial Statements and Exhibits.

(d) Exhibits

| Exhibit | Description |
|----------------|---|
| 99.01 | Press Release dated June 16, 2025 |
| 104 | Cover Page Interactive Data File (embedded within the Inline XBRL document) |

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Xcel Energy Inc.

(a Minnesota corporation)

By: /s/ AMY SCHNEIDER

Name: Amy Schneider

Title: Vice President, Corporate Secretary and Securities

Date: June 16, 2025



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Xcel Energy names Ryan Long executive vice president and chief legal and compliance officer

Long will oversee legal, compliance and federal affairs teams

MINNEAPOLIS (June 16, 2025) — Xcel Energy announced today Ryan Long as the company's executive vice president and chief legal and compliance officer, effective immediately. Long, currently president of Xcel Energy – Minnesota, North Dakota and South Dakota, takes over the role held by Rob Berntsen, who accepted a position outside the company.

“Ryan has an extensive legal background as well as demonstrating tremendous leadership in strategic planning, operational considerations and financial results in his current role as president,” said Bob Frenzel, Xcel Energy's chairman, president and CEO. “His legal acumen and jurisdictional expertise are critical assets as we make energy work better for customers. Ryan's counsel to me, the Xcel Energy leadership team and the Board of Directors is invaluable.”

Long will oversee Xcel Energy's legal, compliance, and federal affairs teams. He previously served as interim general counsel in late 2023 and early 2024.

Long will continue to oversee the Minnesota, North Dakota, and South Dakota jurisdiction as the company conducts an internal and external search for the next president for this operating company.

Long joined Xcel Energy as a principal attorney in late 2015 and was named vice president, deputy general counsel, in May 2021, managing the Federal and State Regulatory, Environmental and Real Estate legal teams. He previously worked as a lawyer for Faegre Baker Daniels, now known as Faegre Drinker Biddle & Reath in Minneapolis and Cravath, Swaine & Moore in New York City. Long currently serves on the board of directors of the Guthrie Theater in Minneapolis.

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About Xcel Energy

Xcel Energy (NASDAQ: XEL) is a leading energy provider, dedicated to serving millions of customers with excellence. We make energy work better for customers, helping them thrive every day. That means always raising the bar — delivering better service and providing more reliable, resilient and sustainable energy.

We are committed to leading the clean energy transition, meeting our customers' need for more, cleaner power, while keeping bills as low as possible. Because the people we serve depend on us to power their lives.

Headquartered in Minneapolis, we work every day to generate and distribute electricity and gas to customers across eight states: Minnesota, Colorado, Wisconsin, Michigan, North Dakota, South Dakota, New Mexico, and Texas. For more information, visit [xcelenergy.com](https://www.xcelenergy.com) or follow us on **X**, and **Facebook**.