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From: Montana Public Service Commission <MTPSC@announcements.mt.gov>
Sent: Thursday, May 7, 2026 5:17 PM
To: Mohr, Jason
Subject: Montana Public Service Commission Adopts Response Team Report and Immediate Remote Work Restriction for Commissioner Molnar Following Independent Investigation

Montana Public Service Commission

Montana Public Service Commission Adopts Response Team Report and Immediate Remote Work Restriction for Commissioner Molnar Following Independent Investigation

Helena, Mont. — On May 6, 2026, the Montana Public Service Commission adopted the Response Team Report in the Matter of the Misconduct of Commissioner Brad Molnar, and authorized implementation of recommendations following an independent investigation that substantiated consequential violations of internal policies and Montana state law.

The months-long external investigation confirmed multiple violations, including unprofessional conduct toward staff, repeated unwelcome sex-based comments, retaliation against complainants and others involved in the process, misrepresentation of colleagues and facts, and violation of Montana's prohibition on retaliation under MCA 49-2-301. The Response Team Report also states that Commissioner Molnar's actions resulted in more than $65,000 in direct costs by expanding the matter from what had been projected as a relatively limited personnel issue into a substantially more complex, costly, and prolonged process.

Commission President Jeffery Welborn stated, "Today's action reflects the Commission's commitment to a professional, productive, and healthy workplace environment where all personnel are held to the same standards. The independent investigation gave clear findings, and the Commission's duty to the people of Montana requires action. Meaningful change remains possible, but it must begin with acknowledgment, accountability, and correction on the part of Commissioner Molnar. The choice is his."

The report chronicles training and guidance provided to Commissioner Molnar, dating back to November 2024, which included the agency's internal policies, standards of conduct, and Equal Employment Opportunity requirements. He also received direct counseling from agency managers on multiple occasions, and written warnings regarding retaliation. He was provided with notice of the investigation and an opportunity to be heard that included repeated invitations to meet with investigators,

but he declined to participate. The report further states that in February 2025, leadership began attempting to coach Commissioner Molnar toward successful service and compliance, but that several behavioral issues worsened over time rather than improving.

President Welborn also stated: “Elected officials must be held to appropriate standards of conduct in a state government workplace. An isolated misstep is one thing; a sustained pattern of misconduct and retaliation is another. When multiple complaints are substantiated by an independent investigation, violations of state law are confirmed, and repeated efforts at resolution are rejected, action becomes necessary to protect the institution, those who serve in it, and ultimately our ability to serve the people of Montana.”

A full copy of the department’s Response Team Report can be found here. The full investigation reports were provided to Commissioners last week with redactions to protect identification of participants who have not waived their right to privacy. The full investigation reports have not been cleared for public release, but redacted PSC Investigation Report Executive Summary and the PSC Retaliation Investigation Executive Summary are now available.

For more information, visit psc.mt.gov or contact the Commission at 1-800-646-6150.

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