
**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): December 5, 2025

Via Renewables. Inc.

(Exact Name of Registrant as Specified in its Charter)

Delaware
(State or Other Jurisdiction
of Incorporation)

001-36559
(Commission
File Number)

46-5453215
(IRS Employer
Identification Number)

12140 Wickchester Ln, Ste 100

Houston, Texas 77079

(Address of Principal Executive Offices)

(Zip Code)

(713) 600-2600

(Registrant's Telephone Number, Including Area Code)

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:

<u>Title of each class</u>	<u>Trading Symbols(s)</u>	<u>Name of exchange on which registered</u>
8.75% Series A Fixed-to-Floating Rate Cumulative Redeemable Perpetual Preferred Stock, par value \$0.01 per share	VIASP	The NASDAQ Global Select Market

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

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 (e) Compensatory Arrangements of Certain Officers

On December 1, 2025, Via Renewables, Inc. (the “Company”) approved, and the Company entered into, a First Amendment (the “Amendment”) to that certain Employment Agreement with Paul Konikowski, the Company’s Chief Operating Officer.

Pursuant to the Amendment, Mr. Konikowski’s annual base salary was increased to \$550,000. Except as expressly modified by the Amendment, the Employment Agreement remains in full force and effect.

The foregoing description of the Amendment is qualified in its entirety by reference to the full text of the Amendment, which is filed as Exhibit 10.1 to this Current Report on Form 8-K and is incorporated herein by reference.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits

Exhibit Number	Description
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10.1*†	Employment Agreement, effective as of December 1, 2025, by and between Via Renewables, Inc. and Paul Konikowski.
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* Filed herewith.

† Management plan or arrangement.

SIGNATURES

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.

Dated: December 5, 2025

Via Renewables, Inc.

By:	<u>/s/ Mike Barajas</u>
Name:	Mike Barajas
Title:	Chief Financial Officer

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT

This First Amendment to Employment Agreement (this “**Amendment**”) is entered into as of December 1, 2025 (the “**Amendment Effective Date**”), by and between Via Renewables, Inc., a Delaware corporation (the “**Company**”), and Paul Konikowski (the “**Executive**”).

Recitals

A. The Company and Executive are parties to that certain Employment Agreement, dated November 4, 2021 (the “**Agreement**”).

B. The Company and Executive desire to amend the Agreement solely to increase Executive’s base salary.

Accordingly, the parties agree as follows:

1. Amendment to Base Salary. The definition of Base Salary in Exhibit A to the Agreement is hereby amended and restated in its entirety to read as follows:

“Base Salary: Annual base salary of \$550,000.00 (less applicable taxes and withholdings) as adjusted from time to time by the Company (the “**Base Salary**”) payable in conformity with the Company’s customary payroll practices for similarly situated employees as may exist from time to time, but no less frequently than monthly.”

2. No Other Changes. Except as expressly provided in this Amendment, the Agreement is not amended and remains in full force and effect. If there is any conflict between this Amendment and the Agreement, this Amendment will control.

3. Miscellaneous. This Amendment may be executed in counterparts (including by PDF/electronic signature), each of which will be deemed an original, and all of which together constitute one and the same instrument.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the Effective Date.

VIA RENEWABLES, INC.

By: /s/ Mike Barajas

Name: Mike Barajas

Title: Chief Financial Officer

EXECUTIVE

/s/ Paul Konikowski

Paul Konikowski