

Where Power Meets Place.

A utility worker in a yellow safety vest is positioned on a white bucket truck, working on power lines. The scene is set in a rural landscape with green fields, trees, and a small white building in the background. The sky is blue with light clouds. The text 'Where Power Meets Place.' is overlaid in a large, brown, serif font at the top of the image.

NORTHEAST POWER 2025 ANNUAL REPORT

Our Mission:

To power our members with safe, reliable, affordable electricity and value-added services.

Our Vision:

Lighting the way as a trusted energy partner promoting a unified membership with engaged employees.

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Powering the Places We Call Home.

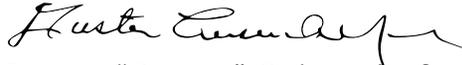
A MESSAGE FROM OUR PRESIDENT AND CEO AND GENERAL MANAGER

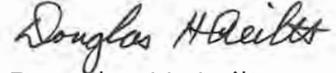
Few ideas have shaped the identity of electric cooperatives more deeply than the belief that power is not simply generated, it is grounded in people, shaped by the places we serve and strengthened by purpose. Since the founding of Northeast Missouri Electric Power Cooperative (Northeast Power) on February 2, 1948, our story has been defined by the intersection of those ideals. It is in the shared places we serve across Missouri and Iowa, that our mission continues to take shape – to power our members with safe, reliable, affordable electricity and value-added services.

As we reflect on the highlights of 2025, ‘Where Power Meets Place’ becomes more than a theme; it becomes a lens through which the year’s work is understood. Every substation improvement, transmission initiative, reliability project and economic development partnership is rooted in a specific place – a community, a corridor, a member system – where cooperative purpose becomes tangible. These places remind us that the work at the transmission level is grounded in real needs, real people and real responsibilities.

Across our system, 2025 represented a continued balance of financial stewardship, construction progress and strategic planning. Major projects advanced, regional collaboration strengthened and essential upgrades supported both present reliability and future growth. Through it all, the foundational values that have guided our cooperative since 1948 remain unwavering: unity among members, commitment to service and dedication to a resilient, affordable transmission system.

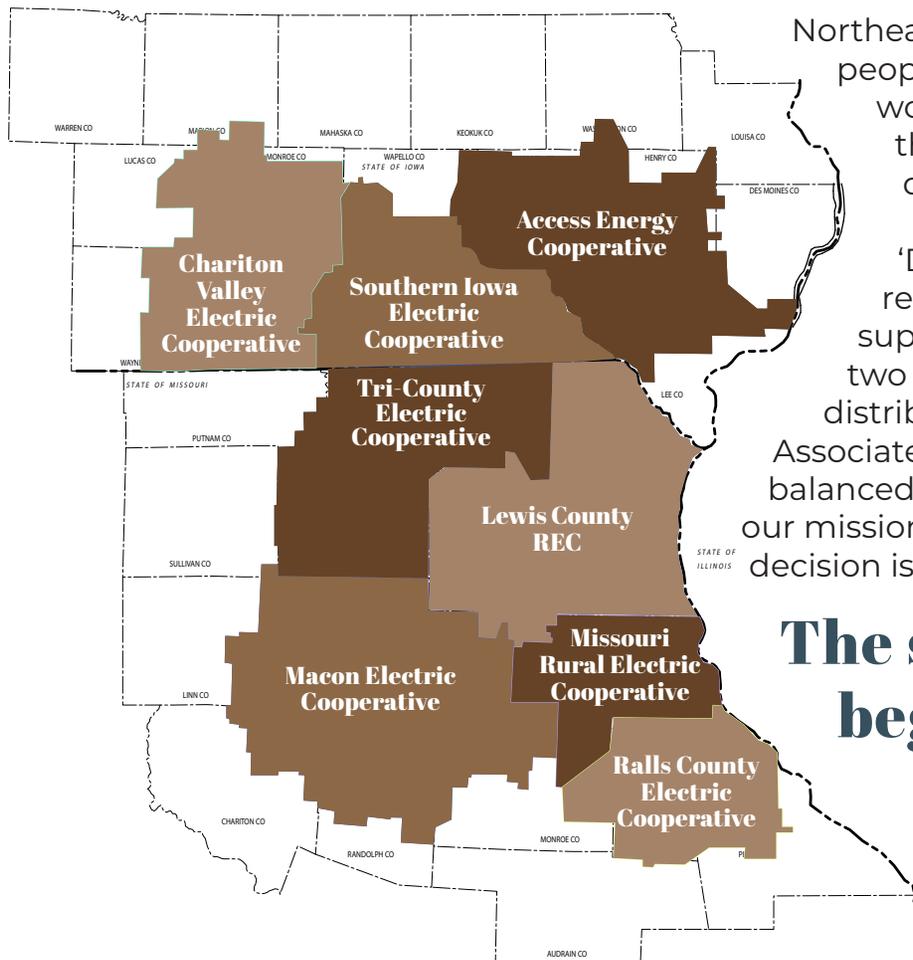
Seventy-seven years after our founding, and nearly a century after the broader electric cooperative movement took root across the nation, our purpose remains clear. In every mile of line, every project and every partnership, we see the enduring truth that power meets place – and in that meeting, communities thrive, systems strengthen and the cooperative mission endures.


Emery “Buster” Geisendorfer
Board President


Douglas H. Aeilts
CEO and General Manager

Guided by the People in the Places We Serve.

NORTHEAST POWER BOARD OF DIRECTORS



Northeast Power's governance structure is rooted in the people and places that make up our service territory. Our work is shaped by directors who understand the needs of their communities and bring that perspective into the decisions that guide our cooperative.

'Democratic Member Control' ensures that leadership remains accountable to the member systems we support. Northeast Power's Board of Directors includes two (2) directors from each of the eight (8) member-distribution cooperatives we serve and two (2) directors from Associated Electric Cooperative Inc. (Associated), providing balanced representation across the region. This structure keeps our mission aligned with local priorities and ensures that every decision is grounded in the needs of the members we serve.

The strength of our cooperative begins with leadership rooted in the places we are privileged to serve.

President**Emery “Buster” Geisendorfer**

Lewis County REC

Vice President**Kenneth McNamar**

Tri-County Electric Cooperative

Secretary/Treasurer**Marvin Newton**

Access Energy Cooperative

John Bledsoe

Associated Electric Cooperative Inc.

James “Jay” Collins

Macon Electric Cooperative

Richard “Dick” Disselhorst

Missouri Rural Electric Cooperative

Darrell Downing

Southern Iowa Electric Cooperative

David Hollingsworth

Access Energy Cooperative

Connie Ketsenberg

Ralls County Electric Cooperative

John Killgore

Associated Electric Cooperative Inc.

John Houser

Chariton Valley Electric Cooperative

Ollie “Butch” Pennewell

Missouri Rural Electric Cooperative

Michael Schantz

Lewis County REC

Joseph Sebolt

Tri-County Electric Cooperative

Daniel Smithson

Macon Electric Cooperative

Earl Trachsel

Southern Iowa Electric Cooperative

Richard Welsh

Chariton Valley Electric Cooperative

Thomas Wooten

Ralls County Electric Cooperative

99.99996%

Northeast Power delivered electricity to its 105 member delivery points 99.99996% of the time in 2025.

\$0.061/kWh

Northeast Power’s ‘all in’ cost of power which remains among the lowest of generation and transmission cooperatives across the nation.

MEMBER-DISTRIBUTION COOPERATIVE	CONNECTED METERS	MILES OF ENERGIZED LINE	DENSITY PER MILE
Access Energy Cooperative	9,441	2,253	4.19
Chariton Valley Electric Cooperative	6,343	1,390	4.56
Lewis County REC	7,378	2,475	2.98
Macon Electric Cooperative	11,631	2,901	4.01
Missouri Rural Electric Cooperative	5,651	1,115	5.06
Ralls County Electric Cooperative	6,563	1,406	4.67
Southern Iowa Electric Cooperative	4,792	1,678	2.86
Tri-County Electric Cooperative	6,594	1,837	3.59

As reported in the 2026 IAEC Member Directory and the 2026 Rural Cooperatives of Missouri Directory.

Alfredo Lebron
Apprentice Lineman

Jack McCutchen
Apprentice Lineman

Logan Cumby
utility Groundman

Matt Simmons
Journeyman Lineman



Ensuring Reliability in Every Place.

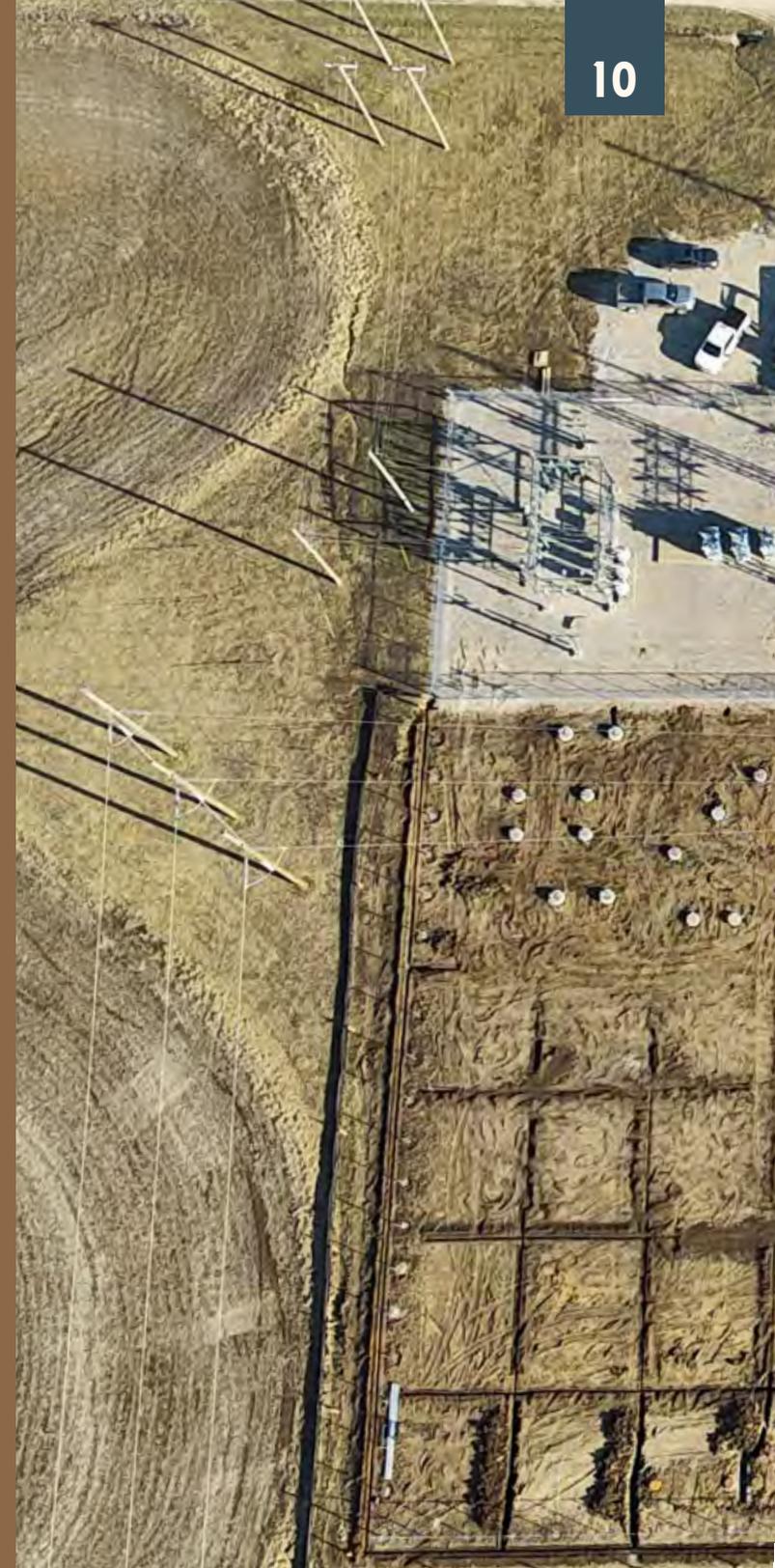
Northeast Power serves eight (8) member-distribution cooperatives, each with unique needs and priorities across their systems. While multiple projects progress concurrently across the region at any given time, not every improvement can be completed for every cooperative in the same year. Through coordinated system planning, the Engineering and Operations Department evaluates needs across the entire territory and directs resources where they provide the greatest benefit. Advancing projects across the entire system reflects our commitment to strategic investment, shared reliability and long-term system strength for all members.

As system needs evolve across the region, several key projects advanced during the year to support reliability, increased capacity and long-term performance for the member systems we serve. These efforts reflect the coordinated planning that guides Northeast Power's work and the ongoing commitment to strengthen the transmission system. The following projects highlight a portion of the work completed or underway across the system in 2025.

Expansion on Intrepid Road.

Efforts to strengthen system reliability continued with the expansion of the Bevier Switch Station, located along Intrepid Road, in Macon Electric Cooperative's service territory. The existing 69 kV station footprint was expanded to include new 161 kV facilities and a 161/69 kV 112 MVA power transformer, improving operational flexibility and supporting future load growth in this portion of the system. Significant below-grade work was completed to support the expanded footprint, including foundations, oil and water separator, ground grid expansion, cable trench additions and station resurfacing. Northeast Power crews also installed new conduit and completed fence modifications necessary for the expansion.

On April 21, 2025, Northeast Power and Central Electric Power Cooperative began a planned outage on the Thomas Hill to Bevier line to safely accomplish the next phase of construction. During this time, the transformer was assembled and tested, and transmission crews erected new station steel, installed bus pipe as well as new switches. Substation crews completed wiring for the new control panels and circuit breakers, followed by testing and commissioning of the relay schemes. On June 24, Northeast Power closed in the high-side 161 kV breaker to "soak" the transformer. Then, on June 25, the 69 kV low-side breaker was closed and load was picked up on the new transformer. With the work complete and the system operating in its new configuration, the expanded Bevier Switch Station now enhances reliability and increases available load capacity throughout the surrounding area.





Expanded footprint at the Bevier Switch Station, adjacent to the Bevier Substation.

Power Between Two States.

The Missouri to Iowa Transmission Project represents one of the most significant long-term infrastructure investments undertaken by Northeast Power within the last 30 years. Initiated nearly a decade ago through strategic system planning, the project was developed to strengthen transmission reliability, improve capacity and support future growth across our two-state service territory. Its scope reflects the complexity of building major transmission infrastructure and the importance of coordinated planning across utilities, communities and regulatory agencies.

Following extensive study, design and review, all required regulatory and governmental approvals were completed, including approval from the Iowa Utilities Commission. These milestones cleared the way for construction to begin. In October 2025, Phase 1 of the multi-year project officially kicked off with land clearing activities on approximately 5.4 miles of greenfield right-of-way in Access Energy Cooperative's service territory. This marked a significant step forward after years of planning and coordination.

Construction of the Missouri to Iowa Transmission Project will be completed in four (4) phases over the next few years. Each phase is designed to advance system reliability, improve operational flexibility and prepare the network to meet future demand. In total, the project encompasses approximately 57 miles of transmission improvements, including a mix of co-located, rebuild and greenfield construction across Missouri and Iowa. When complete, the project will strengthen the backbone of Northeast Power's transmission system and reinforce our commitment to delivering reliable service to every place we serve.



IMPROVEMENTS AT WINCHESTER SUBSTATION

Improvements at the Winchester Substation in Lewis County REC's territory began in the fall of 2025 to support the Missouri to Iowa Transmission Project and strengthen long-term system reliability. Expansion at the existing substation included the addition of new 161 kV facilities, including new steel structures, 161 kV bus work and space for two (2) future 161 kV circuit breakers and four (4) disconnect switches. This expansion prepares the station for the future conversion of incoming lines to 161 kV and will provide sectionalizing capabilities when converted to 161 kV operation.

Throughout the year, Northeast Power crews advanced construction across several sections of the site. Dirt work and grading for the pad expansion was completed, followed by significant foundation work and installation of new fencing on the west side of the station. Inside the control building, new equipment was installed to support the upgraded station configuration, including panels, cable tray, battery banks, a battery charger and secondary wiring. With the control building work complete, new metering and voltage regulator controls were tested and commissioned.

Transmission crews installed above-grade facilities including steel structures, bus pipe and disconnect switches, coordinating closely with the engineering team to ready the site for future phases of work. With final tie-in scheduled for March 2026, the improvements at the Winchester Substation position the station to support additional system upgrades and provide strengthened reliability for the surrounding service area.



UPGRADES AT MEMPHIS SUBSTATION

Upgrades at the Memphis Substation were completed in 2025 to support projected member load growth in Tri-County Electric Cooperative's service territory. To accommodate the increased capacity needs, the existing transformers and voltage regulators were replaced with larger units. This work required the substation to be fully de-energized to complete the upgrades safely.

During the outage, additional improvements were made to prepare the station for higher capacity and improve long-term performance. Crews replaced all disconnect switches within the station, installed new instrument transformers for metering, upgraded the bus conductor to support the increased load and replaced all lightning arresters. Due to the limited space inside the station, a contractor was utilized to jack and slide the new transformers into position.

The Memphis Substation returned to service following completion of these upgrades, providing enhanced capacity and improved reliability for the surrounding area.

Jerry Daniels
Substation Technician

Corey Schmohe
Substation Technician

A.J. Holtschlag
Substation Foreman

Jesse Snow
Substation Technician

Richard Epperson
Substation Technician

Joel Hill
Substation Technician





CAPACITOR BANK SPLIT AT AVERY SUBSTATION

The Avery Capacitor Bank Split project in Chariton Valley Electric Cooperative's service territory was completed in 2025 and delivered significant improvements to reliability and operational flexibility for the region. Work began in early May with removal of the existing capacitor bank, circuit switcher and structural steel. Crews also installed a new culvert pipe and driveway to provide improved access to the capacitor banks, associated equipment and the distribution low bay.

Preparation for the station expansion included removing topsoil, grading the site and installing new fence posts and gates. Once the new fencing was in place, portions of the existing fence were removed to accommodate construction activities. In early June, crews removed a portion of existing concrete foundations and installed new foundations, grounding and conduit needed for the expanded layout.

With below-grade work finished, the Transmission Department completed the installation of structural steel, switches, capacitor banks and related equipment. The Avery Capacitor Bank Split project was energized in the third quarter of 2025 and now supports improved reliability for the surrounding area.

Jeremy Hudson
Journeyman Lineman

Tanner Elam
Apprentice Lineman

Jack McCutchen
Apprentice Lineman

Dalton Rockhold
Apprentice Lineman



PROTECTING SYSTEM RELIABILITY

Delivering safe, reliable and affordable electric energy requires consistent attention to not only the transmission system, but also the land where it exists. Northeast Power owns and operates 1,017 miles of high-voltage transmission lines across northeast Missouri and southeast Iowa, spanning nine (9) counties in Iowa and 16 counties in Missouri. This infrastructure supports the delivery of power to our member-distribution cooperatives and includes more than 15.9 million feet of conductor, 14,822 poles and approximately 25,200 crossarms that form the backbone

of our transmission network.



To protect reliability in every place we serve, Northeast Power's Operations Department and contractors conduct comprehensive annual transmission line inspections and maintenance. Inspections are performed using a combination of ground-based evaluations and aerial assessments through Northeast Power's drone program. Visual inspections and hammer testing are used to

identify signs of decay or structural weakness, while aerial imagery provides top-down perspective. Any deficiencies identified are documented and scheduled for corrective action to ensure the system continues to operate safely and reliably for the benefit of our member-distribution cooperatives.

Right-of-way conditions are also evaluated throughout the inspection process. Crews assess vegetation along transmission corridors to maintain proper clearances and ensure access for maintenance, emergency response and future construction. Routine side trimming and selective spraying help reduce the risk of vegetation-related

outages and support safe, efficient operations. Through a comprehensive vegetation management cycle, approximately 67 miles of transmission line right-of-way was chemically sprayed and 106 miles was side trimmed during 2025. These proactive efforts help preserve asset integrity, reduce vegetation-related outage risk and support reliable transmission service for the member-distribution cooperatives served by Northeast Power.

Vegetation management is closely coordinated with annual line walks and pole inspections, allowing crews to evaluate overall system condition and identify areas requiring additional attention. When inspections

reveal aging or compromised structures, pole replacements and corrective maintenance are scheduled and completed to maintain system strength and safety. Sev-

eral poles and components were replaced in 2025 as part of this ongoing effort to address infrastructure needs before they impact reliability, including replacement of 122 poles in 2025.

PROPER PLANNING TO ADDRESS LONG-TERM RELIABILITY

While much of the work focused on reliability takes place in the field, long-term system performance is often shaped years in advance through detailed planning and preparation within the Engineering Department.

The Engineering Department plays a critical role in evaluating system performance, identifying future needs and developing project plans well before construction begins. Engineering efforts include system studies, routing evaluations, environmental and regulatory coordination and detailed design work. These activities ensure projects are strategically sequenced, efficiently executed and financially responsible. This disciplined planning approach allows Northeast Power to balance system-wide needs and invest in

“Our inspection program is a significant undertaking each year. However, it is essential to maintaining the reliability our member cooperatives depend on.”

–Mike Jeffries, Transmission Manager

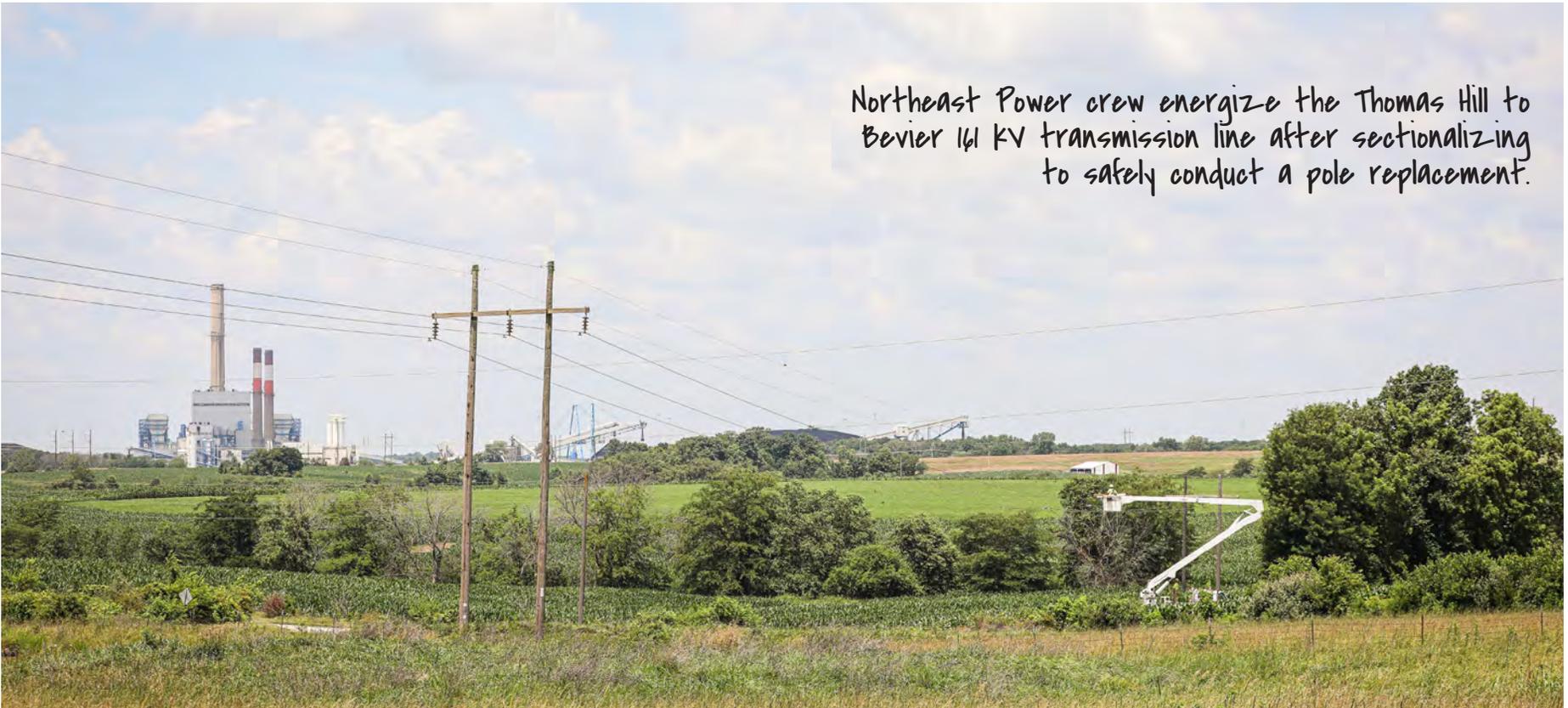
infrastructure that strengthens reliability across every place the transmission system serves.

In 2025, the Engineering Department continued advancing several projects through the planning and development stages to address long-term reliability needs. These efforts included work on the Mark

Bottoms line rebuild, the Missouri to Iowa Transmission Project, the Axtell to Lovelake line rebuild and numerous additional system improvements which are currently in various phases of the design process. Each project reflects careful analysis and coordination to ensure the transmission system is prepared to meet future demands.

Through proactive maintenance, disciplined planning and forward-looking investment, Northeast Power remains committed to providing its member-distribution cooperatives with safe, reliable and affordable electricity and value-added services, while strengthening the transmission system for the long term.

Northeast Power crew energize the Thomas Hill to Bevier 161 KV transmission line after sectionalizing to safely conduct a pole replacement.



Jamie Taylor
Journeyman Lineman

Damon Scott
Steuben Crew Foreman

Steve Gottman
Palmyra Crew Foreman

Matt Simmons
Journeyman Lineman





Shawn McGleery
System Operator

One place, 10,000 square miles.

Northeast Power's Control Center serves as the single point of oversight for more than 10,000 square miles of transmission infrastructure. Operating around the clock every day of the year, this team maintains continuous situational awareness of the entire system and coordinates closely with line crews to support safe and reliable operations.

From monitoring real-time system conditions to responding to outages, switching needs and unexpected events, the Control Center keeps the backbone of the network stable and secure. Operators monitor load, alarms and equipment performance while maintaining steady communication with field personnel to ensure work is completed safely and efficiently. The team also provides after-hours service for four (4) member-distribution cooperatives, extending support for reliable operations and responsive service across the system.

Their work is constant, precise and essential. All from one place, our operators maintain the visibility and coordination required to keep power flowing across two (2) states, providing a critical layer of reliability and security for the member-distribution cooperatives we serve.

ADVANCEMENT IN LEADERSHIP

During 2025, Adam Smoot was promoted to System Operator Manager after more than a decade of service to Northeast Power. Since joining the cooperative in 2014 as an Apprentice System Operator, Adam advanced through roles including System Operator and Assistant System Operator Manager. His experience, education and leadership prepared him well to lead the department in this new capacity.



The Right Place at the Right Time.

QUICK THINKING AND PROPER TRAINING HELPS SAVE A LIFE

Safety remains a core priority at Northeast Power, supported by ongoing training, planning and awareness at every level of the cooperative. Although much of this work takes place behind the scenes, moments arise that underscore the importance of preparation and the skill of our employees.

Northeast Power employee Nick Semkin was recognized at the Association of Missouri Electric Cooperative's 2025 Annual Meeting with the cooperative's 'Lifesaving Award' for his decisive actions at the scene

of a serious vehicle accident. While returning from retrieving a company vehicle, Nick encountered an overturned grain truck and heard the driver calling for help. Relying on his training and quick judgment, he gained access to the cab by breaking the windshield to provide airflow to the pinned driver and remained with him until emergency responders arrived.

Nick's response reflects the commitment of our employees to act with readiness and professionalism, both on and off the job. His actions demonstrate the value of continuous safety training and the responsibility we carry in every place we serve.

EXPANDED FORKLIFT TRAINING AND CERTIFICATION

Forklift training and certification became a new in-house offering in 2025 with Josh Hirner, Safety Coordinator, completing forklift instructor certification. This enhancement allows Northeast Power to provide comprehensive forklift certification that includes classroom instruc-

tion, hands-on training and operator evaluation. Introducing this capability internally improves access to timely training, reduces risk associated with material handling and reinforces safe operating procedures across departments.

A SAFETY CULTURE MARKED BY MILESTONES

As new safety initiatives were implemented, Northeast Power employees reached a milestone of 1,000 consecutive safe working days in October 2025. This achievement reflects a strong safety culture and the shared responsibility employees take as they look out for one another. Throughout the year, employees also traveled nearly two (2) million safe miles while delivering critical transmission services to member-distribution cooperatives.

RENEWED COMMITMENT THROUGH RESAP

In 2025, Northeast Power renewed its five-year commitment to the

National Rural Electric Cooperative Association's Rural Electric Safety Achievement Program (RESAP). This renewal reinforces the cooperative's dedication to embedding strong safety practices into everyday work and maintaining a culture focused on continuous improvement for employees, member cooperatives and the member-consumers they serve.

CONTINUED SAFETY OUTREACH THROUGH ENERGIZING SAFETY

Safety outreach also expanded in 2025 through the Energizing Safety program. Northeast Power conducted 29 live line and tabletop demonstrations, reaching approximately 5,375 attendees. In addition, a new partnership was established with the State Technical College of Missouri, where Energizing Safety delivered a Live Line Demonstration for first-year line apprentice students. Due to the positive response, this demonstration will now be held annually, extending safety education to the next generation of utility professionals.

When Efficiency Finds its Place

STREAMLINING INVENTORY FOR BETTER SERVICE

Efficiency guided the work of the Accounting and Finance Department in 2025 as internal systems were strengthened to better support projects across the service territory and advance the cooperative's mission. One significant improvement involved expanded utilization of barcode scanning and digital inventory tracking. Over time this initiative will replace handwritten logs and stand-alone spreadsheets with a streamlined, real-time platform that improves accuracy, reduces administrative burden and enhances the cooperative's ability to manage material needs across ongoing construction and maintenance projects. In 2025, weekly cycle counts were also implemented to continuously verify inventory quantities and

locations, strengthening internal controls and enabling more timely, informed decision-making across departments.

STRENGTHENING FINANCIAL CAPACITY FOR SYSTEM INVESTMENT

These operational improvements occurred alongside significant financial accomplishments. In 2025, Northeast Power received a commitment from the United States Department of Agriculture Rural Utilities Service for a Treasury Direct loan exceeding \$213 million, the largest financing commitment in the cooperative's history. Additional long-term revolving credit facilities were secured through CoBank and CFC to provide liquidity necessary to support elevated construction activity

while maintaining lender covenants. Throughout the year, the Board and management team received timely and reliable financial reporting, including Capital, Construction and Operating budgets and a Long Range Financial Forecast. The cooperative also received a clean audit opinion, reflecting consistent execution of core financial responsibilities.

Together, these efforts reinforce Northeast Power's long-term financial stability through disciplined stewardship, accountability and transparency. By strengthening internal systems and maintaining sound financial management practices, the Accounting and Finance Department continues to support reliable operations and responsible investment in service to the member-distribution cooperatives we serve.

Rick Steidinger
Purchasing Manager

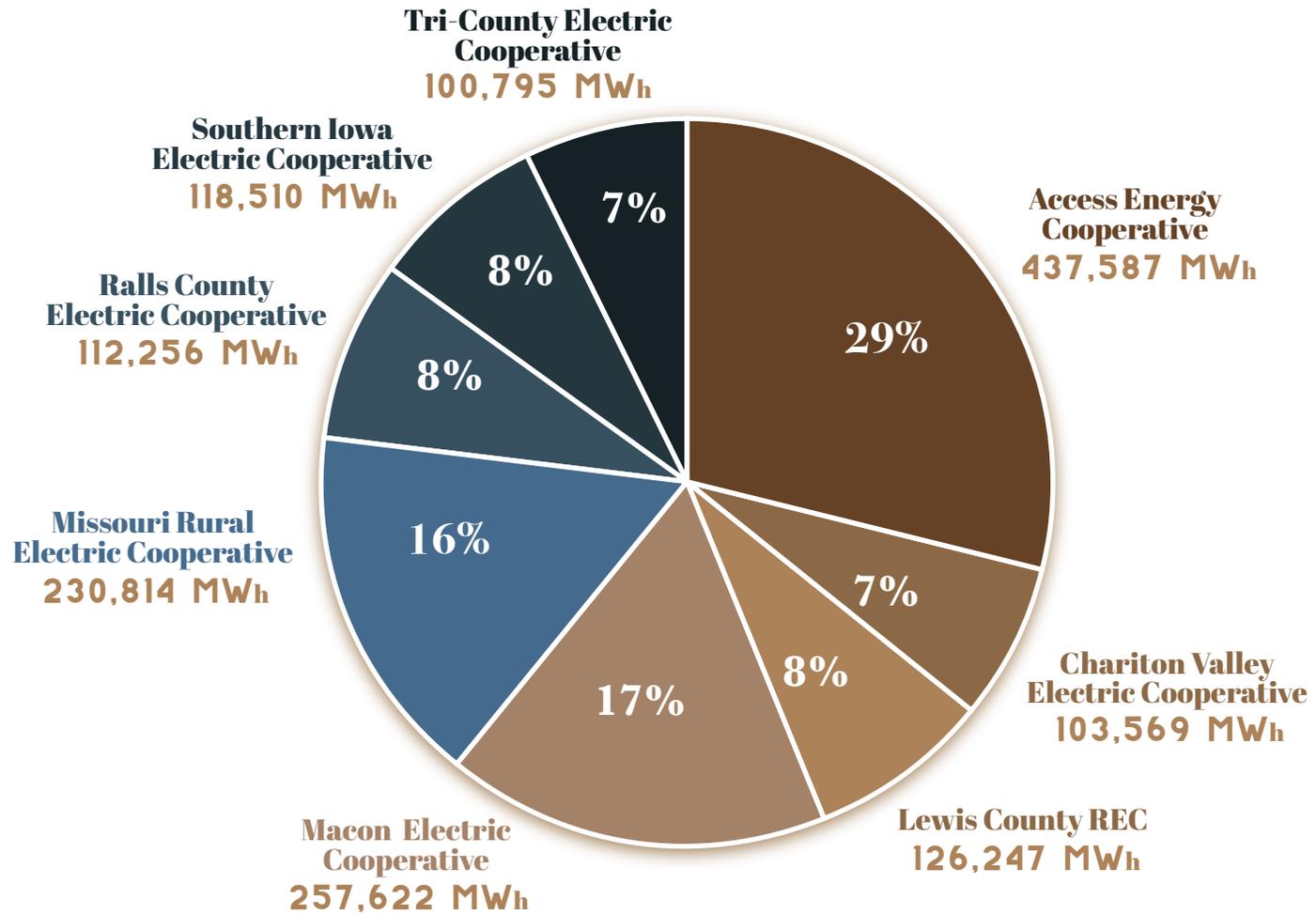
Amanda Schnitzer
Assistant Controller

Bill Treaster
Warehouseman



Energy Sales by Member

1,487,400 MWh



\$105.6M

Total Revenue

\$10.9M

Net Margins

\$245.9M

Total Assets

\$87.5M

Total Equity

Total Cost of Service

103,076,937

Maintenance

\$3.9
(millions)

Interest

\$3.6
(millions)

Depreciation

\$4.3
(millions)

3.5%

3.8%

4.2%

Operations

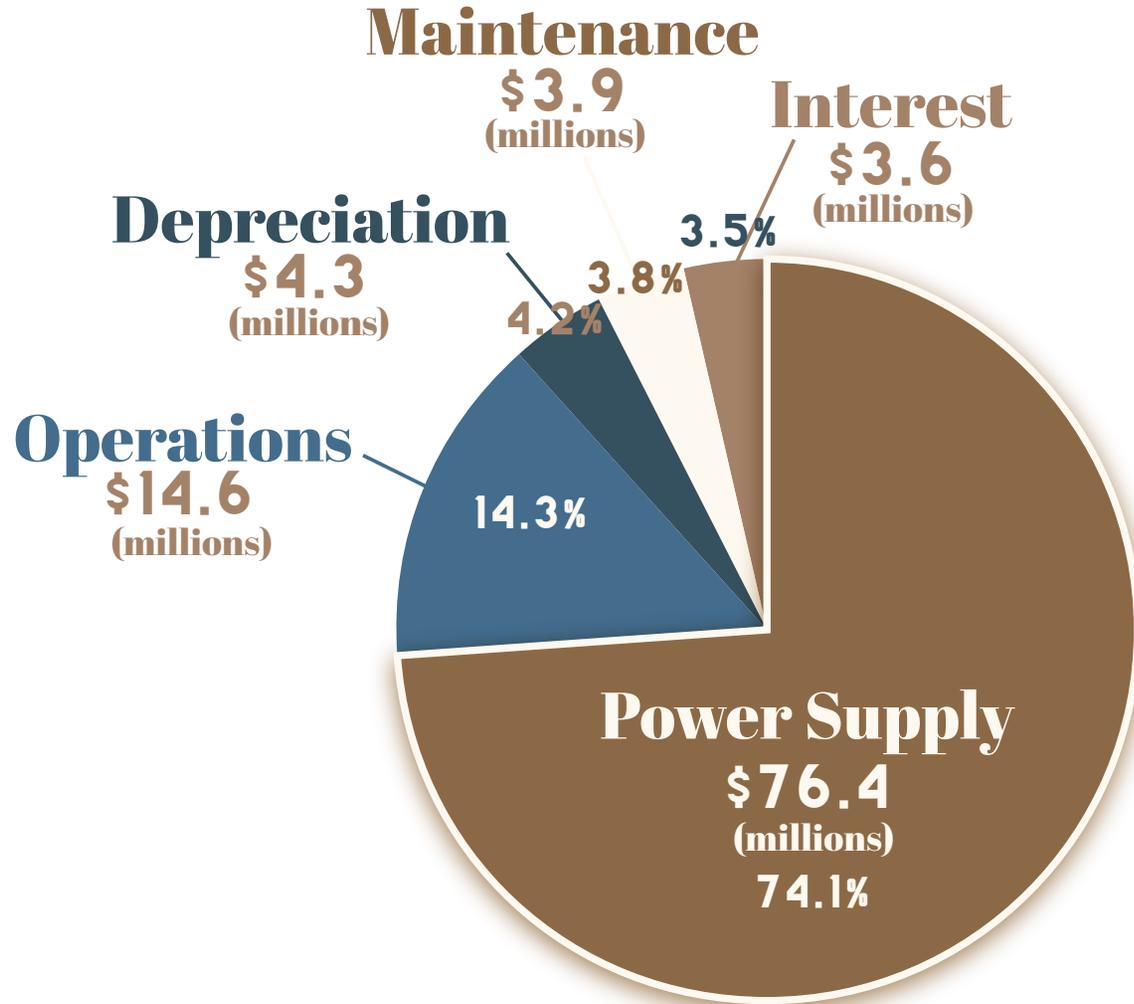
\$14.6
(millions)

14.3%

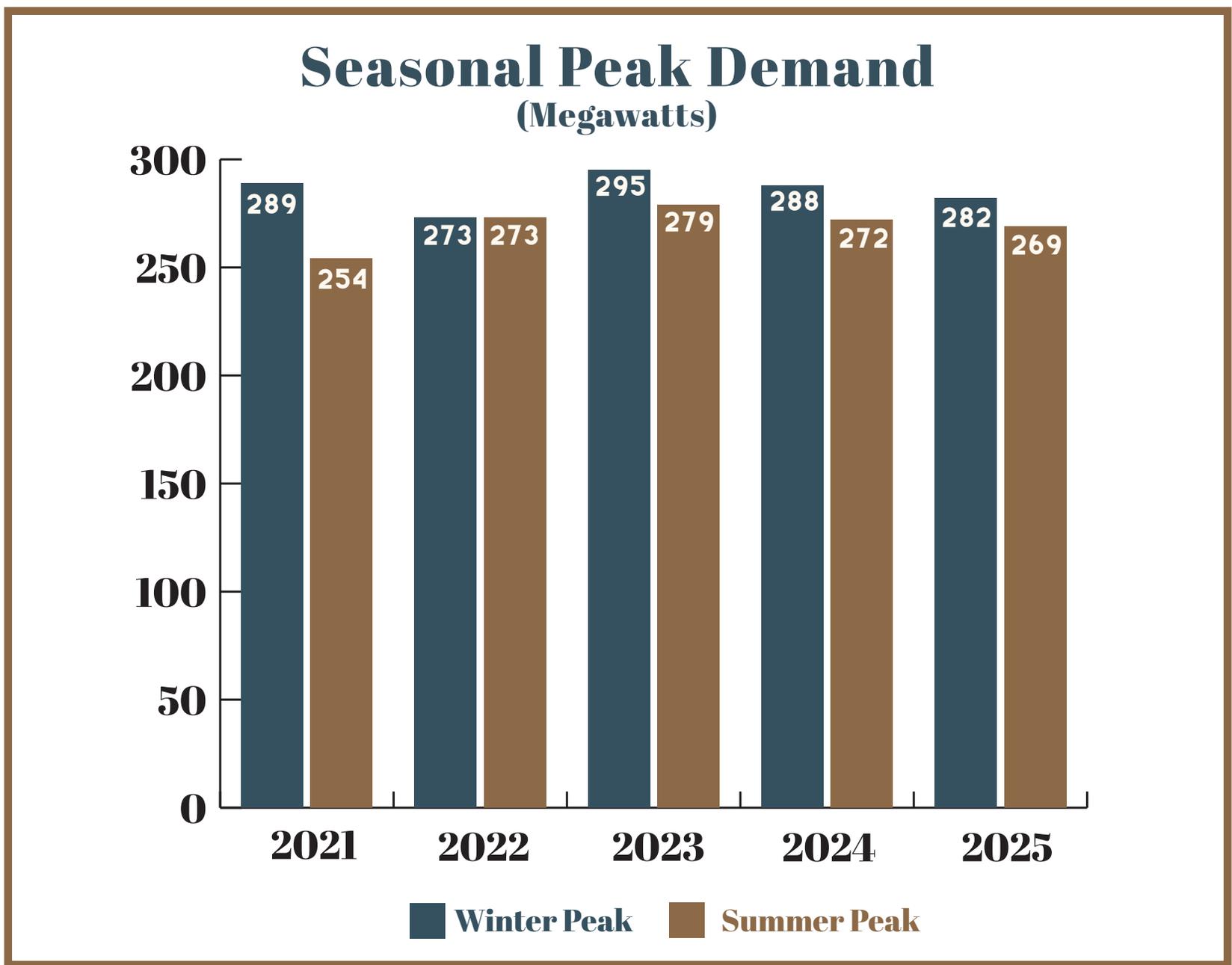
Power Supply

\$76.4
(millions)

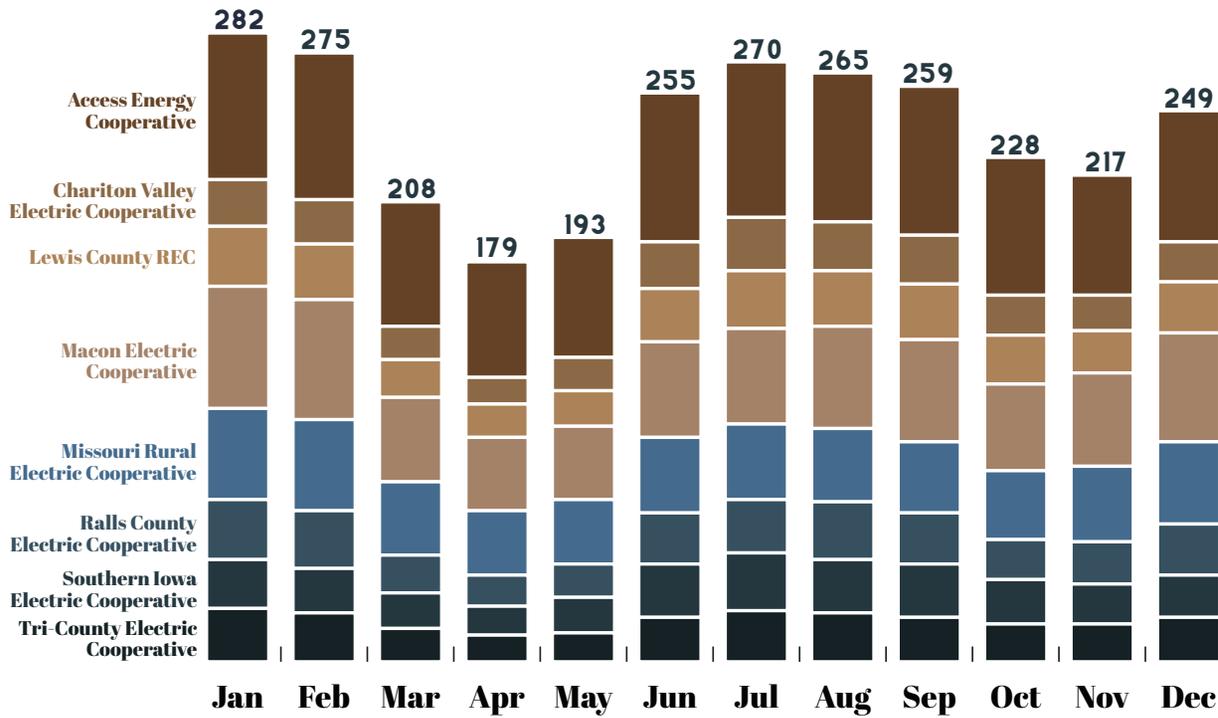
74.1%



2025 Highlights



Peak Demand by Co-op by Month (Megawatts)



1,014
Miles
of Line

24
Switch
Stations

103
Substations

\$2.9M
Capital Credits
Retired in 2025

\$61.3M
Capital Credits
Retired To-Date

Enriching the Places We Serve.

Northeast Power's commitment to strengthening the communities we serve extends well beyond the transmission system. In 2025, our economic development, member services and legislative advocacy efforts continued to support regional growth, broaden local capacity and enhance the quality of life across the two (2) states we serve. These initiatives reflect the cooperative principle, 'Concern for Community,' and underscore our belief that strong places help build a strong cooperative network.

COMMUNITY EMPOWERMENT THROUGH ECONOMIC DEVELOPMENT

Economic development remained a key area of focus as we worked alongside our member-distribution cooperatives, community partners and regional planning organizations

to advance opportunities for business expansion, workforce development and community revitalization. Through programs such as the Rural Economic Development Loan and Grant (REDLG) program and our Revolving Loan Fund, Northeast Power helped facilitate new investments, support local employers and encourage long-term economic resilience. 2025 program investments reflect another year of meaningful progress. This includes a \$2 Million RED Loan for Honey Creek Feed, LLC in Lewis County REC's service territory.

SUPPORTING LOCAL NON-PROFITS

Community investment remains a priority, with Northeast Power contributing to several nonprofit organizations through programs like CoBank's Sharing Success and direct support of events that benefit youth, families and essential community services. These contributions help

reinforce the cooperative mission in ways that extend beyond infrastructure and into the everyday needs of the places we are privileged to serve. In 2025, Northeast Power supported over 20 economic development and non-profit organizations through these efforts.

HOUSING FOR THE MISSING MIDDLE

Housing development continues to be a pressing need across much of our rural service territory. Through a collaborative effort between the Northeast Missouri Regional Planning Commission (NEMO RPC), Tri-County Electric Cooperative and Northeast Power, growth in the number of available homes in rural communities is happening. NEMO RPC's Housing Enhancement Northeast (HEN) program was established in 2024 with assistance in funding from Tri-County Electric Cooperative, Northeast Power and Associated. This collaborative

effort supports local leaders in addressing population retention, workforce needs and long-term community growth. At the end of 2025, NEMO RPC's HEN program had 13 housing construction projects in various stages with six (6) homes completed and sold. These early outcomes demonstrate the impact that coordinated planning and investment can have in addressing housing gaps. Continued progress in workforce housing will play an important role in supporting economic vitality and ensuring rural communities remain places where families can live, work and thrive.

SUPPORTING EDUCATION AND LEADERSHIP

Education and leadership development also continue to play a central role. Through training programs, workshops and outreach events, Northeast Power provides resources that help local leaders understand economic trends, explore community development strategies and navigate complex challenges. Supporting programs like 'Energy In Today's Classroom' allows local teachers to, gather resources, tools and knowledge to take

back to the classroom. Equipping business leaders in our communities through Northeast Power's Economic Development Essentials program has provided significant opportunities for community networking, growth and is helping bridge the gap in understanding on how electric cooperatives can support local economic development efforts.

ADVOCACY AT THE CAPITOL

Legislative advocacy also played an important role in 2025. Northeast Power remained actively engaged with state and federal policymakers to ensure rural perspectives are represented in discussions affecting energy policy, transmission development and cooperative operations. Regular communication with legislators and elected officials, participation in policy events and coordination with statewide and national organizations helps strengthen the voice of our member-distribution cooperatives.



Investment in Kahoka.

Through participation in the United States Department of Agriculture's Rural Economic Development Loan and Grant (REDLG) program, Northeast Power continues to support projects that strengthen local economies and create long-term opportunities in the communities we serve. One such project advanced in 2025 with the development of a new custom feed mill in Clark County, Missouri, supporting agricultural growth and job creation in the Kahoka area.

Honey Creek Feed LLC sought to develop a state-of-the-art custom feed mill in an unincorporated area of Clark County designed to manufacture and distribute animal feed for regional hog producers. The facility is engineered to produce up to 45 tons of feed per hour and incorporates innovative technology that allows bakery products from food manufacturers to be safely repurposed into swine rations. This approach adds value to the agricultural supply chain while creating efficiencies for regional food producers by establishing a productive use for materials that would otherwise go to waste.

The project represents a capital investment of approximately \$8 million and is expected to create an estimated 20 new full-time jobs within three (3) years of operation. Positions will include management, administrative staff, truck drivers, maintenance personnel and mill technicians. These jobs are projected to offer wages exceeding the county average and include benefits such as health insurance, retirement contributions and paid leave. The new facility will utilize existing on-site grain storage and processing capabilities while adding new production, loading and office space to support expanded operations.

By supporting projects like this through the REDLG program, Northeast Power helps advance economic development efforts that strengthen rural communities, support local industries and create quality employment opportunities. Investments in Kahoka and surrounding areas reflect our commitment to fostering sustainable growth in the places we serve.





EXPANDING ENERGY EDUCATION THROUGH NEW TECHNOLOGY

A new member education resource made its debut at Macon Electric Cooperative's Annual Meeting in 2025. As part of ongoing efforts to transition from traditional "energy efficiency" messaging to a broader focus on "energy education," the Member Services Department partnered with the Substation Department to design and build an in-house Virtual Reality (VR) Display that offers an immersive learning experience for members of all ages.

The VR unit showcases two (2) videos created by Associated, 'A Day in the Life of a Lineman' and 'The Journey of Electricity,' presented through six (6) VR headsets that allow users to experience energy concepts from a first-person perspective. To en-

sure accessibility for all attendees, the display also includes a touchscreen monitor featuring flat-screen versions of the same content for those who prefer a non-VR option.

The display generated strong engagement at its first event and will continue to be available for member-distribution cooperatives to use at annual meetings, career fairs and community outreach events. By integrating new technology into our educational efforts, Northeast Power is creating more meaningful touchpoints with members and strength-

ening understanding of the vital work performed across the cooperative network.

PROVIDING SUPPORT IN MANY CAPACITIES

Northeast Power employees were also proud to assist with electric cooperative programming at both the Missouri and Iowa State Fairs. These events offer valuable opportunities to connect with members and fairgoers, share the cooperative story, highlight safety and energy education and spend time alongside employees from cooperatives across the region. Engaging directly with families and visitors helps strengthen understanding of the cooperative model and the work that supports homes and businesses throughout the two-state area.

In addition to statewide events, Northeast Power employees provided hands-on support at several member cooperative annual meetings and events. Our team assisted wherever needed, from parking and traffic flow to operating demonstrations, capturing photos, producing video content, working the ballot process and supporting meal service. These efforts



reflect our commitment to serving our member-distribution cooperatives and supporting their connection with their communities.

Together, these initiatives highlight the role of member services in enriching the places we serve by expanding education, strengthening relationships and supporting cooperative traditions throughout the region.

By supporting education, economic development and local initiatives, we are strengthening the places our members call home.



Alicia Doran
Member Services
Specialist

A Place for Excellence.

A continued commitment to excellence in communication and design earned Northeast Power national recognition for the third year through the Spotlight on Excellence Awards program. Sponsored by the Council of Rural Electric Communicators and the National Rural Electric Cooperative Association, this program honors outstanding communication work across the electric cooperative network.

Northeast Power received the 2025 Silver Award in the Best Annual Report category (G&T) for the 2023 annual report titled “Next Level.” Competing against significantly larger generation and transmission cooperatives, this recognition reflects the high standards, creativity and attention to detail demonstrated by the those responsible for creating the report. The publication was designed and produced by Alicia Doran, Member Services Specialist.

This continued recognition underscores not only the quality of our communication efforts, but also the dedication of the employees who help share the story of our cooperative and the members we serve.



Drew Moyer
Telecommunications
Technician

**Today's reliable
power depends on
an equally reliable
communication
network.**

Connecting the Grid Across Every Place We Serve.

Reliable electric service depends on reliable communication. With more than 700 miles of fiber optic infrastructure, Northeast Power links nearly all field sites across its service territory, ensuring real-time visibility and control of the electrical grid. In a small number of remote locations, strategically placed microwave hops provide resilient last-mile connectivity, extending communications to areas where fiber alone is not practical.

This network enables the safe and efficient operation of the grid by supporting protection systems, monitoring, control and operational communications. From substations to control centers, high-availability communications allow operators to respond quickly to changing conditions, coordinate maintenance activities and restore service faster when outages occur. In this way, the communications network bridges physical infrastructure with the connectivity required to manage it, reinforcing 'Where Power Meets Place.'

During the past year, work focused on preparing for a major modernization of this critical network. Efforts included selecting next-generation networking equipment, completing detailed design work and preparing field locations for deployment. These steps established the foundation for a comprehensive network replacement that will significantly enhance performance, security and resiliency.

In the coming year, Northeast Power will begin replacing all network components while building multiple fiber subrings using existing infrastructure to increase redundancy. The new network will operate in parallel with the existing system during the transition, minimizing risk and ensuring uninterrupted operations. This investment strengthens our ability to reliably manage the grid today while positioning the system to meet future demands and support the places that power our communities.

Help on Hope Street.

As part of the annual Day of Caring through the United Way of the Mark Twain Area, Northeast Power employees worked on improvements at the Hope Street Shelter in Hannibal, Missouri. The shelter, located in a former church on Hope Street, provides overnight refuge for individuals experiencing homelessness and serves as a critical lifeline during periods of extreme weather. Operated by local faith leaders and supported entirely by community volunteers, the shelter offers warm beds, evening meals and care for those in need while also supporting broader outreach and recovery efforts.

Northeast Power's crew assisted with exterior maintenance and site improvements to help ensure the facility remains safe and welcoming for guests who rely on it. Projects included cleaning, repairs and general upkeep that strengthened the shelter's ability to continue serving the community. The work reflected not only the cooperative

principle of 'Concern for Community,' but also the belief that even small improvements can bring meaningful comfort to those who need it most.

The Day of Caring is just one example of Northeast Power's ongoing support of local United Way chapters and their partner organizations. In addition to volunteer service, Northeast Power employees contribute each year. In 2025, employees contributed \$74,631.20 bringing employee total contributions over the past ten years to \$551,826 to local United Way chapters. These efforts reinforce our commitment to strengthening the places we serve and supporting the community organizations that make a lasting difference in the lives of local families. We are proud to employ individuals whose generosity reflects the cooperative spirit both in their work and in the communities they call home.

10-YEAR EMPLOYEE COMMUNITY IMPACT - \$551,826





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A Place to Learn, A Place to Lead.

INVESTING IN THE PEOPLE WHO POWER THIS PLACE

Northeast Power's strength begins with the people who support our mission every day. As the demands of our industry continue to evolve, so does our responsibility to invest in the knowledge, skills and leadership capacity of our workforce. Training, continued education and cross-departmental collaboration remain essential components of preparing employees to meet system needs across the two (2) states we serve.



Throughout 2025, employees participated in technical training, leadership development opportunities and safety programs designed to support long-term professional growth. These efforts not only enhance individual expertise, but also strengthen the cooperative's collective ability to plan, operate and maintain a reliable transmission system. When employees have the tools to grow in their roles, they are better positioned to lead, contribute and innovate on behalf of the members we serve.

This commitment to development reflects the cooperative principle of 'Education, Training and Information,' and the belief that investing in people is fundamental to building a stronger system. The employees listed in the following pages represent the knowledge, dedication and service that define Northeast Power, and we are proud to support their continued growth as they learn, lead and uphold the values of our cooperative.

Executive Team

Douglas H. Aeilts
CEO and General Manager

Allie Bennett, DBA
Manager of Economic
Development and Member
Services

Joseph Lemen
Manager of Safety and
Compliance

Molly Faudere
Administrative Assistant

Abraham Gray, CPA
Chief Financial Officer

Skyler Wiegmann, PE
Chief Operations Officer

Landon Zaborowski
Manager of Information
Services and Technologies

Accounting & Finance

Rachel Bemis
Staff Accountant/Payroll

Missy Kizer
Controller

Jake Lovelace
General Maintenance
Technician

Amanda Schnitzer
Assistant Controller

Rick Steidinger
Purchasing Manager

Bill Treaster
Warehouseman

Kristi Weatherford
Staff Accountant/Accounts
Payable

Control Center

Troy Detwiler
System Operator

Brett Douglas
Apprentice System Operator

Joe Krankka
Apprentice System Operator
(New Employee)

David Jones
Assistant System Operator
Manager

Shawn McCleery
System Operator

Adam Smoot
System Operator Manager

Paul Wood
Apprentice System Operator

Engineering

Brian Fuqua
System Engineer

Quentin Gehring, PE
Engineering Manager

Misty Hancock
Meter Data Specialist &
Engineering and Operations
Office Assistant

Travis Herman
Project Manager

Jared Stewart
Right-of-Way and GIS Manager

Dustin Leach
System Engineer

Jason Powell
System Engineer

Zach Riney
System Engineer

Information Services & Technologies

Chris Billups
Systems Analyst

Tim Goehl
Telecommunications
Technician

Merritt Lomax
Systems Analyst

Drew Moyer
Telecommunications Technician

Kevin Scholl
Telecommunications Technician

Phillip Scifres
Telecommunications Technician

Kevin Sydenstricker
Network and Communications
Services Manager

Economic Development & Member Services

Alicia Doran, CCC, CKAE
Member Services Specialist



Alfredo Lebron
Apprentice Lineman



Brett Douglas
Apprentice System
Operator

Vikki Stuart
Rolls County Electric
Cooperative

Safety & Compliance

Josh Hirner
Safety Coordinator

Alexis Locke
Office Assistant

Substation & Construction

Josh Chinn
General Construction
Foreman

Logan Cumby
Utility Groundman

Jerry Daniels, III
Substation Technician

Richard Epperson, Jr.
Substation Technician

Minda Fohey
Operations Assistant
(New Employee)

Joel Hill
Substation Technician

A.J. Holtschlag
Substation Foreman

Cyle Jones
Equipment Operator

Tom Pearn
Equipment Operator

Justin Roberts
Substation Manager

Corey Schmohe
Substation Technician

Nick Semkin
Garage Mechanic

Jessie Snow
Substation Technician

Transmission & Vegetation

Andrew Davis
Journeyman Lineman

Tanner Elam
Apprentice Lineman

Luke Frericks
Vegetation Foreman

Steve Gottman
Palmyra Crew Foreman

Jeremy Hudson
Journeyman Lineman

Michael Jeffries
Transmission Manager

Alfredo Lebron
Apprentice Lineman

Jack McCutchen
Apprentice Lineman

Cole Pennewell
Journeyman Lineman

Jimmy Porter
Equipment Operator

Jimmy Powell
Utility Groundman

Dalton Rockhold
Apprentice Lineman

Damon Scott
Steuben Crew Foreman

Matt Simmons
Journeyman Lineman

Steve Smith
Palmyra Crew Foreman

Jamie Taylor
Journeyman Lineman

Retirements

Tess Large
System Operator

A Place for Employee Advancement.

Northeast Power continued to invest in employee development and leadership in 2025 through professional training, certifications and promotions. These achievements reflect the cooperative's commitment to building expertise from within and giving employees the tools resources they need to excel in their roles.

Quentin Gehring, Transmission Manager, completed the National Rural Electric Cooperative Association's Management Internship Program, a comprehensive leadership development program designed to prepare emerging leaders for management responsibilities within the cooperative network.

Alicia Doran, Member Services Specialist completed the National Rural Electric Cooperative Association's Cooperative Communicator Certification, strengthening strategic communication, storytelling and engagement efforts across the cooperative.

In addition to professional certifications, Northeast Power recognized leadership growth through internal promotions. Adam Smoot was promoted to System Operator Manager, and David Jones was promoted to Assistant System Operator Manager. These promotions reflect demonstrated experience, dedication and readiness to lead in critical operational roles.

Together, these accomplishments highlight Northeast Power's focus on developing talent, supporting career growth and ensuring strong leadership for the future of the cooperative.



**Dedicated to delivering safe, reliable
and affordable power to every place.**







Northeast Power

A Touchstone Energy® Cooperative 

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