

better together
northeast power 2020 annual report

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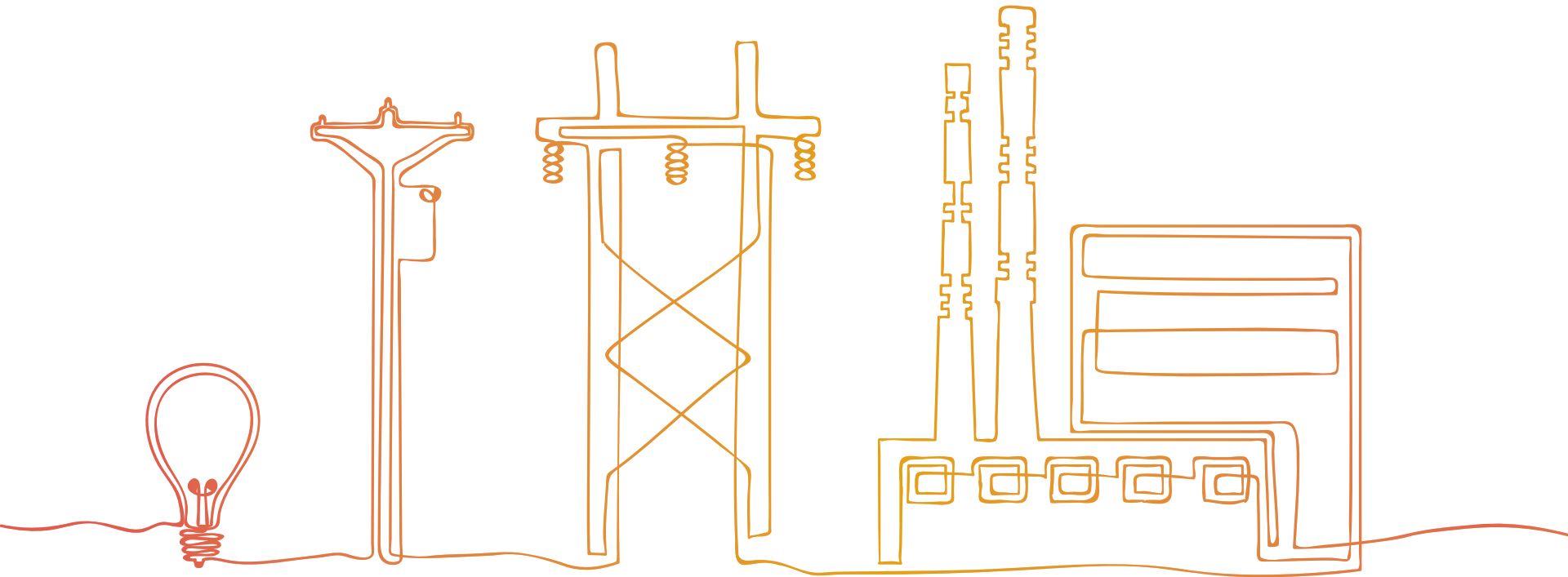
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OUR *history*

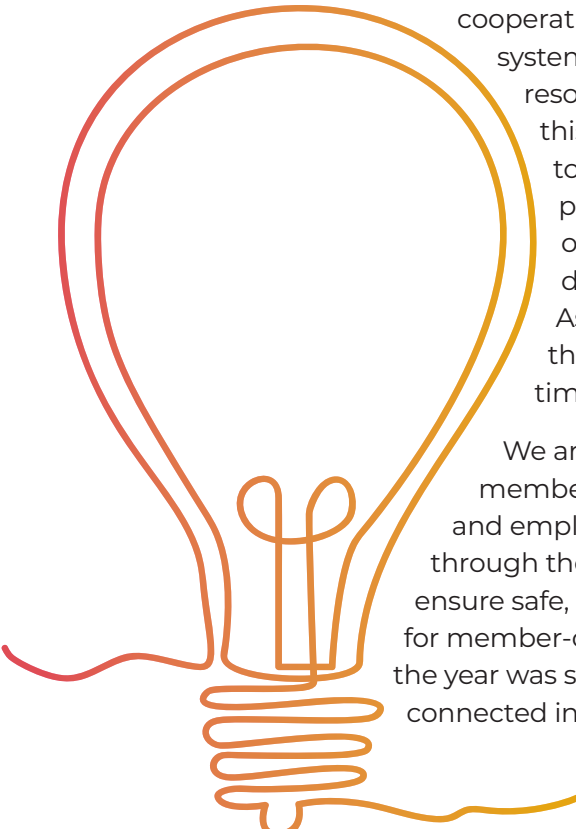
Northeast Missouri Electric Power Cooperative (Northeast Power) is a not-for-profit electric transmission cooperative headquartered in Palmyra, Missouri. Northeast Power was founded by three rural electric distribution cooperatives in northeast Missouri on February 2, 1948. Today we serve eight member-distribution cooperatives – three in southeast Iowa and five in northeast Missouri.

In 1961, Northeast Power partnered with five other electric generation and transmission cooperatives to form Associated Electric Cooperative Inc. (Associated) and assigned them the responsibility of generating and procuring power. Now, our system is three-tiered, with each tier working together to serve the members at the end of the line. Through this partnership, these cooperatives recognize the benefit of ***"BETTER together."***



President and CEO/General Manager's Message

The year has been anything but ordinary - we experienced unprecedented new realities and overcame many challenges while tackling unforeseen circumstances. 2020 has shown us that our best solutions come by working collaboratively and collectively to serve the members at the end of the line. **We are "BETTER together."**



Amid a global pandemic, electric cooperatives at all levels of the system continued to be resilient, resourceful and re-energized. For this reason, we felt it imperative to showcase the outstanding partnerships between our employees, member-distribution cooperatives and Associated that helped us thrive during the toughest of times.

We are proud of how our member-distribution cooperatives and employees worked tirelessly through the COVID-19 pandemic to ensure safe, reliable and affordable power for member-consumers. While some of the year was spent physically apart, we connected in new ways and became

closer than ever. We worked diligently each day to do what we do best; sharing best practices and learning from each others' experiences. All-in-all, these challenging times reinforced the cooperative notion that we are stronger when we work together.

Our report this year highlights collaboration and cooperation. From new joint safety initiatives to storm restoration assistance, we demonstrated that working together towards a common goal is the cooperative way.

We proudly present Northeast Power's 2020 Annual Report. With this report, we aspire to take a look at how our cooperative persisted through a challenging year and reflect on how working together gives us all a chance to persevere, a chance to be better, a chance to do **BETTER together.**



Emery (Buster) Geisendorfer, Jr.
President



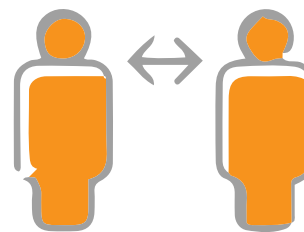
Douglas H. Aeilts
CEO and General Manager



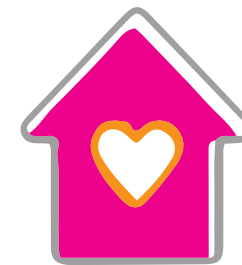
wash your hands



wear a mask



keep your distance



stay home

challenged **BY COVID-19**

When we look back on the year 2020, it will be easily remembered. In fact, it may be one of the most unforgettable years of our lives. Early in 2020, a virus labeled “COVID-19” changed much of the world as we knew it. By March, every continent in the world had been affected by this highly contagious virus. Schools and restaurants were forced to close, states began to shut down and only essential travel and work were performed while the rest of world stayed home. Much of the country started working from home and even schools shifted to remote learning. The year brought an unusual set of challenges to our doorstep.

Northeast Power continued business during these unprecedented times. Our priority was to keep the power flowing while maintaining safety for our employees. We modified operations,

including increased remote work and expanded cleaning and sanitation practices.

“COVID-19 brought many challenges to our electric cooperatives. Working with all levels of our system, communication, cooperation and perseverance were paramount as we navigated this unprecedented time to ensure our members were provided the level of service they have grown to expect.”

Lynn Hodges, CEO/Manager
Ralls County Electric Cooperative

Providing reliable energy lies in our mission and even in the toughest of times, we remained dedicated to that mission. Together, with our employees, member-distribution cooperatives, local health officials and professional organizations, we continued to work as diligently and safely as possible for the sustainability of our cooperative and the benefit of our members. Only through this dedicated teamwork did we continue to thrive.

BOARD OF *directors*

Northeast Power's 18-member board of directors is comprised of two directors from each of the eight member-distribution cooperatives and two directors from Associated. The board meets monthly and is tasked with working cooperatively to direct our affairs. We would like to thank retiring director Glenda Wood, Macon Electric Cooperative, for five years of service to Northeast Power.

President
**Emery "Buster"
Geisendorfer**
Lewis County REC



Vice President

David Wright
Missouri Rural
Electric
Cooperative



*Secretary/
Treasurer*

Marvin Newton
Access Energy
Cooperative



John Bledsoe
Associated Electric
Cooperative Inc.



Jay Collins
Macon Electric
Cooperative



Dick Disselhorst
Missouri Rural
Electric
Cooperative



Joy Evans
Southern Iowa
Electric Cooperative



Harley Harrelson
Tri-County Electric
Cooperative



Fred Hickenbottom
Access Energy
Cooperative





John Killgore
Associated Electric
Cooperative Inc.



Sharon Leake
Ralls County
Electric Cooperative



Michael Miller
Chariton Valley
Electric Cooperative



Michael Schantz
Lewis County REC



Joseph Sebolt
Tri-County Electric
Cooperative



Danny Smithson
Macon Electric
Cooperative

New Director

Northeast Power welcomes Danny Smithson to our board of directors. Danny was born and raised in the La Plata area and has lived there all his life. He is a fourth generation Macon County farmer.



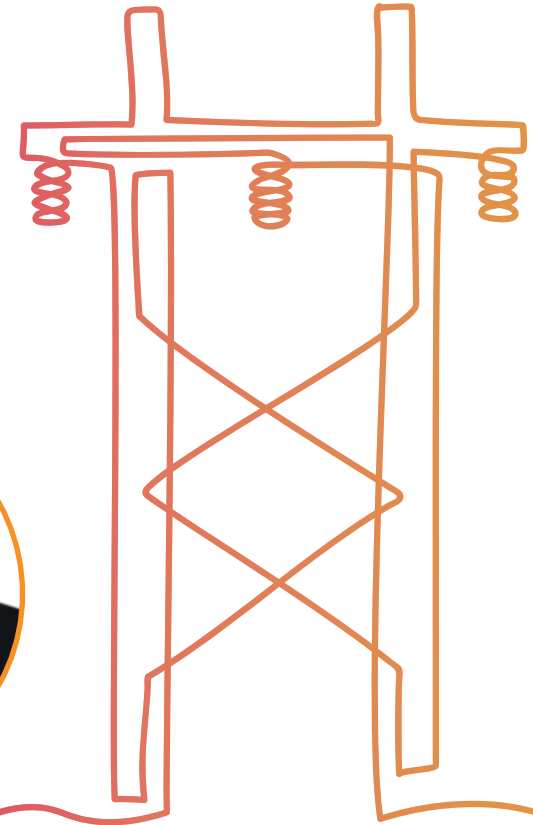
Earl Trachsel
Southern Iowa
Electric Cooperative



Richard Welsh
Chariton Valley
Electric Cooperative



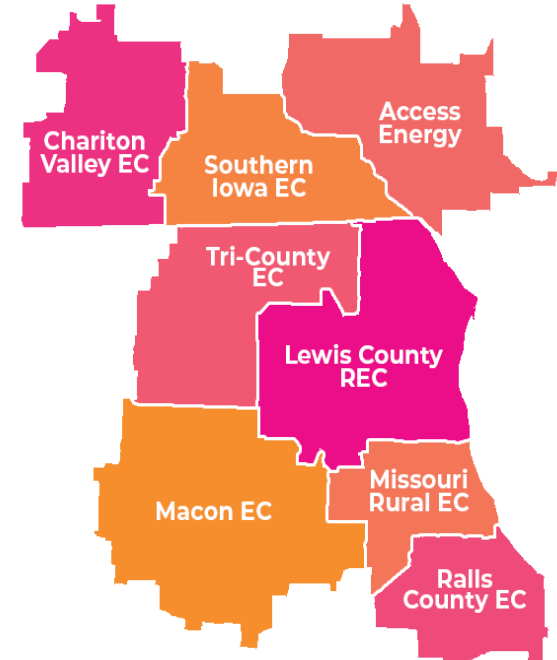
Thomas Wooten
Ralls County
Electric Cooperative



MEMBER-DISTRIBUTION *cooperatives*

Northeast Power's eight member-distribution cooperatives serve more than 56,000 meters in 33 counties in northeast Missouri and southeast Iowa. The member-distribution cooperative general managers serve as advisors to the board of directors and also serve on various Northeast Power and Associated committees to assist in directing the work of the organizations.

Member-Distribution Cooperative	Connected Meters	Miles of Energized Line
Access Energy Cooperative	8,967	2,243
Chariton Valley Electric Cooperative	6,123	1,351
Lewis County REC	7,285	2,490
Macon Electric Cooperative	11,330	2,892
Missouri Rural Electric Cooperative	5,451	1,113
Ralls County Electric Cooperative	6,306	1,393
Southern Iowa Electric Cooperative	4,880	1,679
Tri-County Electric Cooperative	6,394	1,820



Leilani Todd
Chariton Valley
Electric
Cooperative



Chariton Valley Electric welcomes new General Manager

Leilani Todd joined Chariton Valley Electric Cooperative as CEO and General Manager in August 2020. Leilani is no stranger to the area, as she was raised in northwest Missouri. She has over 30 years experience in multiple facets of finance, operations, human resources and management. Leilani obtained a bachelor's degree in accounting from Northwest Missouri State University and has also attained her Senior Professional in Human Resources (SPHR) certification.

mission

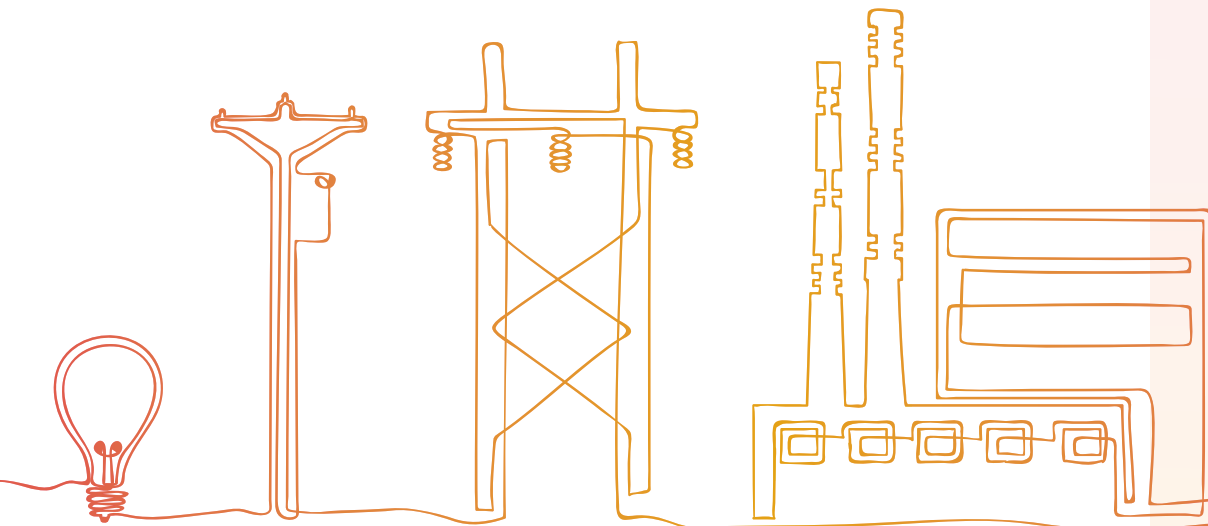
To power our member-distribution cooperatives with safe, reliable, affordable electricity and value-added services.

vision

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

values

Safety | Unity | Integrity | Accountability | Innovation



2020 at a glance

(millions)



TOTAL REVENUES



TOTAL ASSETS



TOTAL EQUITY




NET MARGINS



CAPITAL CREDITS
RETIRED



CAPITAL CREDITS
RETIRED TO DATE



Cooperation between Northeast Power, the Army Corps of Engineers, Nutrien Ag Solutions and the Missouri Department of Conservation enabled the establishment of a pollinator plot on Corps property within the transmission right-of-way. The pollinator plot will reduce required vegetation maintenance while inviting the Monarch Butterfly and other pollinator species to thrive in the area.

WORKING *together*

Minimizing outage times for members and battling weather conditions are typical challenges associated with projects. However, in 2020, COVID-19 posed additional obstacles. Project planning included considerations for social distancing and the lingering effects of COVID-19 affected supply chains across the world. Continued close communication with vendors was necessary to ensure projects and outage deadlines could be

met. These additional issues increased the complexity of many projects.

South River Renovation

The South River Substation is one of Northeast Power's largest transmission substations. The substation is separated into two adjacent facilities, the 161 kV and 69 kV yards. The substation serves Lewis County REC, Missouri Rural Electric Cooperative and

Ralls County Electric Cooperative. The substation also serves BASF, Missouri Rural Electric Cooperative's largest member-consumer. The 69 kV station was built in 1951 and the 161 kV station in 1983.

Evaluation of ongoing maintenance issues at South River revealed the substation needed a complete renovation to ensure continued safety and reliability. Disconnect switches in both substations were presenting issues and the transfer bus in the 161 kV yard was no longer operational. Circuit breakers in both substations needed replacement and it was becoming difficult to find parts.

To limit the duration of outages, the project was divided into two phases and each was scheduled during low peak demand periods.

Phase 1

The 161 kV yard needed new gas breakers, disconnect switches and

“Upgrades to improve safety and reliability are important to us as a cooperative system. Working together, Missouri Rural and Northeast Power upgraded service to a critical industrial load that will prove beneficial for the entire area served by the substation.”

Matt Hudson, General Manager/CEO
Missouri Rural Electric Cooperative



Phase 1 - 161 kV yard prior to construction

bus potential transformers. All brown insulators were replaced and several bus sections were upgraded from two to three inch to match the capacity of the new breakers. Finally, the station service power was removed from the main transformer and supplied from a primary feed in the 69 kV yard. Additionally, Missouri Rural Electric Cooperative designed a new

distribution service to supply backup station service.

Phase 2

The 69 kV yard renovation will include replacement of oil circuit breakers with gas breakers and disconnect switches, bus modifications, replacement of potential transformers and jumpers, and other improvements. A new

building in the 69 kV yard will house relay and communications equipment. Phase 2 is currently in progress.

Through perseverance and working together with our member-distribution cooperatives, employees and vendors, the South River Substation renovation is on track for completion in Spring 2021.



Phase 2 - 69 kV yard prior to construction

Total Cost of Service \$83,808,372

(millions)



ENERGIZED *together*

In spring 2020, Macon Electric Cooperative and Northeast Power began a joint improvement project to transform the distribution voltage of the Jacksonville pipeline substation from 69/25 kV to 69/12.47 kV. The improvements included replacement of a transformer, addition of a climate-controlled building and circuit switcher, modifications to the low bay and other ancillary work.

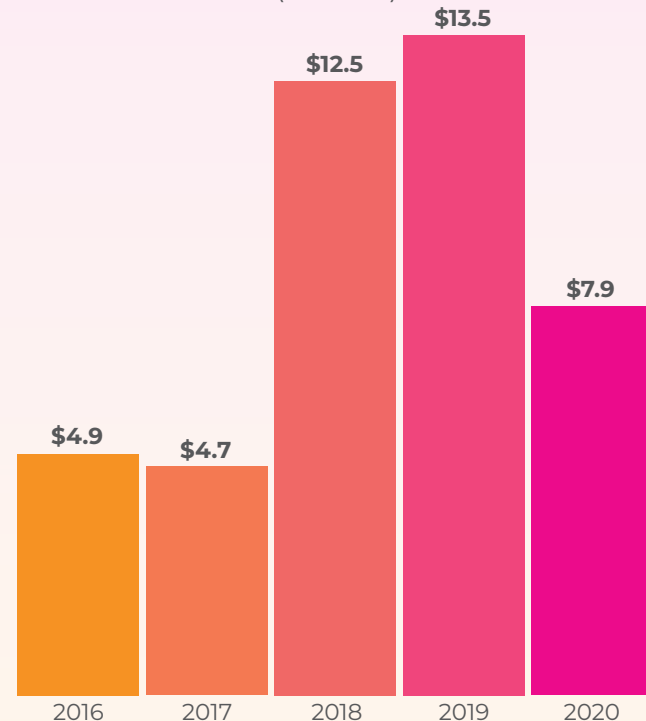
Additionally, Macon Electric Cooperative added 1.7 miles of line to be fed by the Jacksonville Substation. This rebuild project improves reliability by redistributing load from other nearby substations. The rebuild also provides additional capacity for the surrounding area and offers more options for backfeeding during emergency situations.

Working together, we completed this important project and the substation was energized in October 2020.



Annual Investment in Utility Plant

**Gross investment per year*
(millions)



COLLABORATING *together*

Our three-tiered system is a cohesive unit, working together for the benefit of not only the members at the end of the line, but also the sustainability of the cooperative system. To add to this support system, statewide cooperative associations come into play. The Association of Missouri Electric Cooperatives (AMEC) and the Iowa Association of Electric

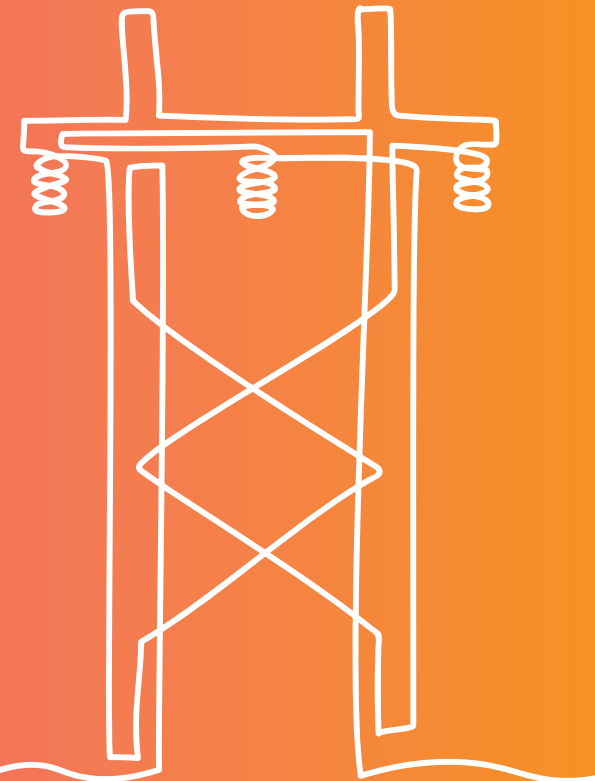
Cooperatives (IAEC) provide valuable education, information and training resources for electric cooperatives across Missouri and Iowa. *Cooperation Among Cooperatives* was paramount this year for many reasons, and one particular project in coordination with AMEC truly showcased this principle. AMEC's substation and breaker switch station training facility is a valuable educational resource for

technology. Northeast Power designed and procured the steel structures in Fall 2020. Working cooperatively, the six systems were able to update the facility that will serve as a valuable educational tool for years to come.



New structure installed at AMEC Training Facility by Northeast Power crew

Missouri's electric cooperatives. However, over time the equipment had become outdated and no longer aligned with current substation design. Throughout the year, Associated's six G&T's combined efforts to rebuild the AMEC training facility with new, modern



2020 PROJECT *highlights*

BROWN INSULATOR REPLACEMENT

Beginning in 2015, the brown insulator replacement project has spanned several years. Brown insulators across the system were reaching end of useful life, causing safety and reliability concerns. In 2020, the project was stalled due to material availability as an outcome of COVID-19. To date, brown insulators have been successfully replaced with grey insulators in 32 substations. The project is anticipated to be complete in early 2021 as remaining substations in the Ralls County Electric Cooperative territory are replaced.

CANTON W2 REBUILD

The wooden structure in the substation had been identified for replacement. However, the structure failed during a summer thunderstorm with high winds and immediate replacement was required. During construction, the wooden structure was rebuilt with steel.



BASF INDUSTRIAL NO. 2 UPGRADE

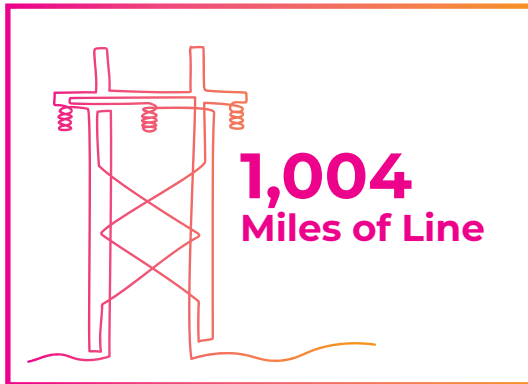
Biannual oil tests of transformer T2 indicated overheating. The unit was monitored with monthly oil tests for 18 months and was ultimately removed from service. This project consisted of replacing the existing T2 transformer with a new, similar unit.



MILTON-STEUBEN REBUILD

Erosion along the Fox River forced Northeast Power to re-route a portion of the Milton Wye to Steuben 69 kV line. Once complete, the relocation will ensure continued erosion does not impact the line and service reliability for the foreseeable future.





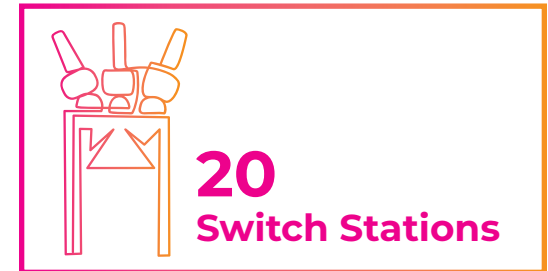
HART-LOVELAKE ACCESS IMPROVEMENTS

Continued erosion of the existing low water crossing for access to transmission and distribution poles presented the need for improvement. Northeast Power designed and constructed a new low water crossing to provide more reliable, long-term access to the area.



NEW IRIS STREET SWITCH STRUCTURE

The City of Mt. Pleasant constructed a new substation, switch structure and 69 kV transmission line along Iris Street, connecting to an existing Northeast Power line. Northeast Power took ownership of the new switch structure and connected the switch motor operators to the Supervisory Control and Data Acquisition (SCADA) system, allowing system operators to remotely control the switches.



SPRING GROVE SWITCH AND DOUBLE CIRCUIT

A three-terminal line between Henry, Sawyer and Lee required the addition of the Spring Grove 69 kV Switch Station and the conversion of a single circuit line to a double circuit line from the Spring Grove Switch Station to the existing Spring Grove Substation tap. Once energized, the new station and double circuit line will provide improved reliability on these circuits and enable better sectionalizing.



FUSED *together*

Information Services and Technologies (IS&T) fuses together two important sectors of our cooperative system. Throughout 2020, IS&T completed many essential projects, including expansion of firewalls at 69 kV sites, tower safety repair work and automatic vehicle location upgrade. Throughout this unique year, IS&T worked diligently and cooperatively with all departments and our member-distribution cooperatives to strive for the betterment of our cooperative system as a whole.

Responding to COVID-19

In a year where “work-from-home” became a necessity for multiple departments to remain operational, technology had to be readily available to meet the expanding needs of employees. With a focus on security, the IS&T department expanded remote work capabilities. This expansion included the addition of device endpoint authentication with multifactor authentication for virtual private network (VPN) connections, allowing Northeast Power to know

who is connecting remotely and from which device. IS&T also focused on coordinating hardware needs and implementing new internal electronic processing methods in several areas to support the new remote work requirements.

Automatic Vehicle Location Technology

Automatic vehicle location (AVL) is an important safety and security tool for the Northeast Power fleet. In 2020, IS&T proactively switched the AVL technology from radio-based to GPS and cell data-based. This switch allows us to gather vehicle diagnostics in real-time. If a check engine light comes on, the mechanic is automatically notified. Additionally, we can now track our UTVs. Precise, real-time GPS information on our

vehicles is a vital component to providing emergency services to our crews as quickly as possible when needed. There are several additional location notifications and reporting capabilities with the new system which help streamline previously manual processes.

Gate Intercom Replacement

To enter through Northeast Power’s gates individuals must intercom into the Control Center to request access. This system required an upgrade



Uninterrupted power supply (UPS) system batteries replaced

as the old analog gate intercom system was antiquated and difficult to understand. Updating the system to digital allowed Northeast Power to streamline audio and video for gate and front door access and free up valuable desktop space in the Control Center. Most importantly, the upgrade allowed for communication and

control of the gates from our backup Control Center, which was not possible with the prior system.

The challenges and changes of 2020 allowed us to continue to support our employees and our member-distribution cooperatives in new, productive and cost-saving ways.

By fusing information and technology, we are better together.

helping OTHERS

One of our seven guiding principles is *Cooperation Among Cooperatives*. Northeast Power sent six lineworkers to assist Central Iowa Power Cooperative (CIPCO) in repairing the devastation to electric infrastructure due to a severe, fast-moving windstorm, or derecho, that traveled across Iowa in August 2020.

The storm initially caused outages for approximately 60,000 member-consumers and many of Iowa's electric cooperatives experienced damage. Both transmission and distribution structures were downed. In some areas, restoration took several days.

Four member-distribution cooperatives also sent employees to Iowa to assist in restoring power to over 19,000 affected members.

"Electric cooperatives are dedicated to helping each other when in need. When natural disasters strike, co-ops from across the nation are proud to be able to send assistance."

Kevin Wheeler, General Manager/CEO
Access Energy Cooperative



Crew prepares a new pole while assisting CIPCO with infrastructure repairs following the derecho

SAFER *together*

Northeast Power remains dedicated to safety. Safety is a team effort and this proved to be abundantly true in 2020. We continue to participate in the “Commitment to Zero Incidents” program, based on NRECA and Federated Rural Electric Insurance Exchange’s “Commitment to Zero Contacts” initiative. The program has laid the groundwork for continued growth and improvement to Northeast Power’s safety culture and our entire safety program.

Substation Safety

A major development to our safety program in 2020 came at the request of our member-distribution cooperative general managers.

Together, we turned our focus to developing a comprehensive Substation and Switching Safety Awareness Training program. The program provides member-distribution cooperatives with hands-on learning opportunities, training and skills to perform work on equipment located within Northeast Power sub and switching stations. This unique training opportunity has proven beneficial.

“The Substation and Switching Safety Awareness Training program has prioritized keeping all employees that enter the substations as safe as possible. This program is a great example of cooperatives working together to promote safety and training of our employees.”

Todd Schroeder, CEO/General Manager
Macon Electric Cooperative &
Lewis County REC


Health and Safety Impacts

When it comes to safety in the workplace, the health and well-being of our employees is paramount. While oftentimes the major focus of safety in the workplace is on the prevention of personal injuries and accidents, 2020 reinforced the importance of proactive employee health and well-being initiatives. With COVID-19, we were all faced with a significantly different kind of safety challenge.

Our efforts turned to helping our employees maintain their overall health amid the spreading pandemic, all while maintaining our essential business operation to provide safe, reliable and affordable electricity. These new health risks and safety challenges required us to develop, implement and continuously update a Northeast Power Pandemic Plan. Despite our employees working a little farther apart

than usual, we managed to work cooperatively together through a difficult situation to help keep everyone safe and healthy.

While 2020 was filled with some of the most unique challenges we have faced in our cooperative's history, we also found equally unique opportunities - opportunities that showed us we are safer together, we are better together.



Bollards were replaced in the pole yard in Spring 2020. The new steel bollards provide an important safety barrier to prevent poles from rolling off the platform.

SERVING *together*

The work we do together provides incredible value for the thousands of member-consumers we serve. A core priority for electric cooperatives is to give back to the members at the end of the line. Together, with our member-distribution cooperatives and Associated, we strive to serve our members with more than just affordable and reliable electricity.

Energizing Safety

We continue to enhance our public safety awareness campaign, *Energizing Safety*. Originally launched in 2018, the platform provides graphics, messaging and print materials for our members to use in their efforts to educate member-consumers and the public on the dangers of power lines. *Energizing Safety* gained traction in 2020, with weekly Facebook posts, new advertising materials and specific safety messaging at the request of our member-distribution cooperatives. Sharing our materials at statewide and regional levels has provided additional value across our three-tiered cooperative system as we continue

working together to promote safety to our member-consumers.

Education Continues

Our partnership with member-distribution cooperatives to send local teachers to *Energy in Today's Classroom* continued in 2020, despite COVID-19. *Energy in Today's Classroom* provides teachers with an educational experience and the resources needed to teach young people about electricity, electric cooperatives and electrical safety. In coordination with our member-distribution cooperatives, Northeast Power was proud to sponsor four teachers for *Energy in Today's Classroom* in 2020.

Value-Added Services

We strive to find new ways we can continue our mission to provide safe, reliable, affordable electricity and value-added services. In 2020, we were able to offer a variety of additional design services to our member-

distribution cooperatives including website design, graphic design, and photography and video services. Working together, one-on-one with our member-distribution cooperatives strengthens our bond, solidifies our desire to provide useful assistance and ensures our value-added services continue to evolve.

“Northeast Power’s focus on assessing and meeting the needs of its member-distribution cooperatives provides value not only to us, but to the members at the end of the line. Working together towards a common goal, we can exemplify the cooperative difference and enhance the quality of life for all member-owners.”

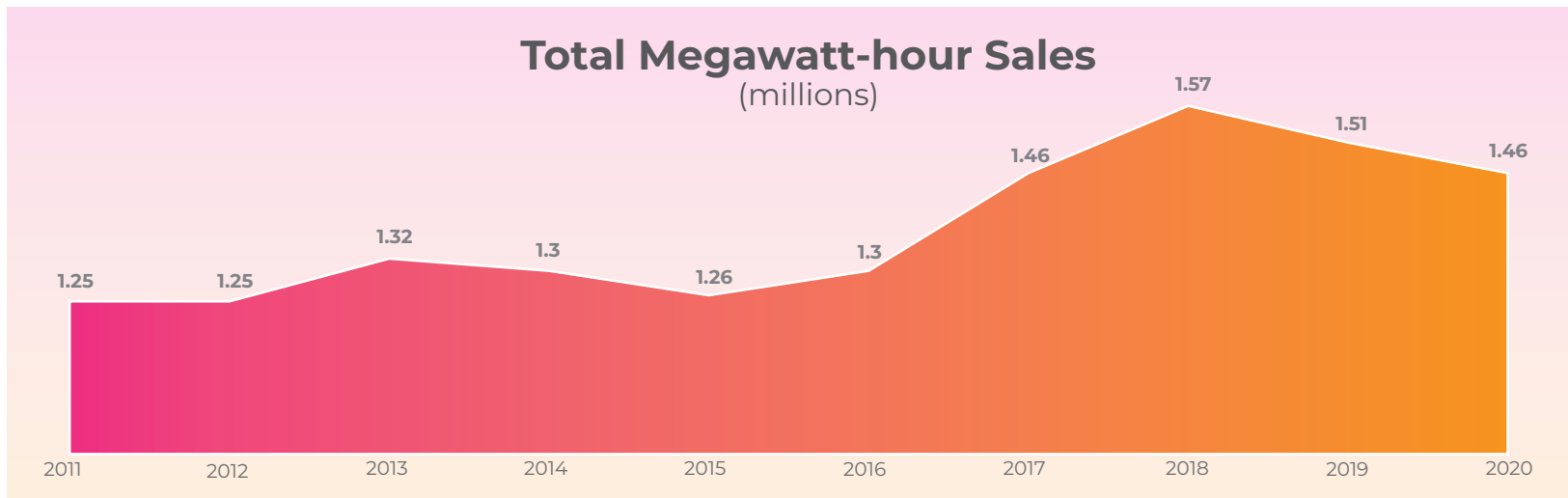
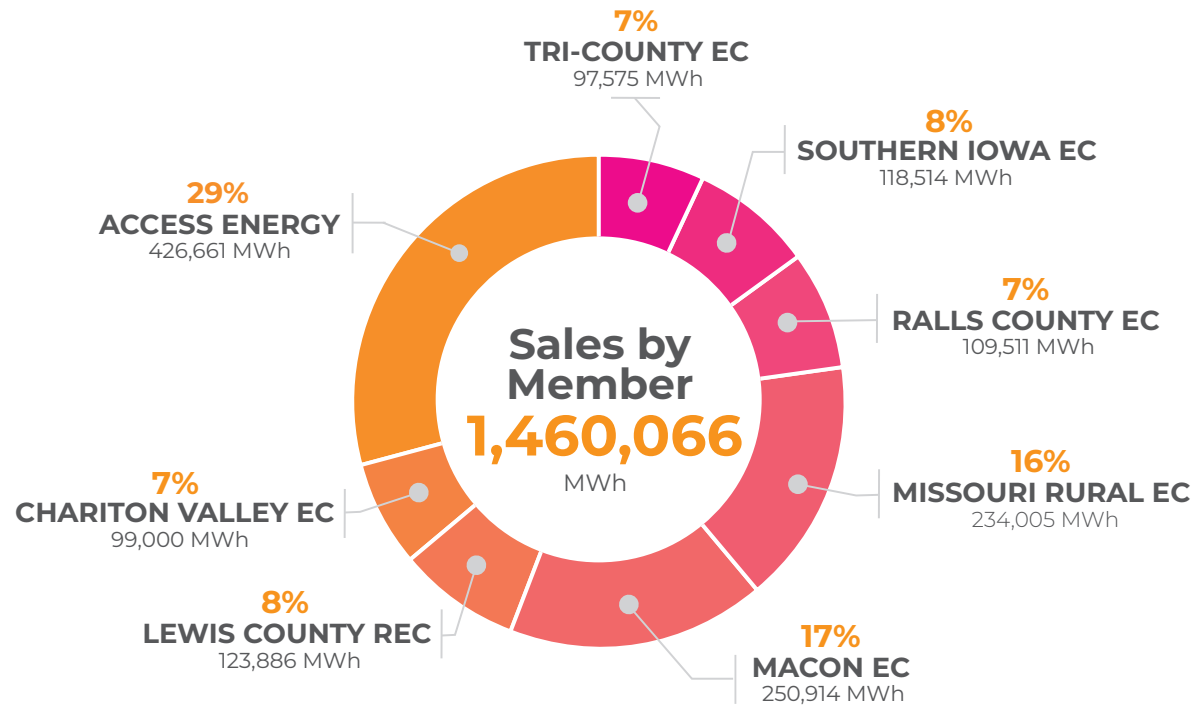
Michael Scheib, CEO/General Manager
Tri-County Electric Cooperative

GROWING *together*

Economic development is an impactful method for supporting local communities, assisting businesses and promoting new economic growth. Growing together means utilizing economic development efforts on all levels of our three-tiered system to support local, regional and statewide growth. The Rural Economic Development Loan and Grant (REDLG) program continues to help us support economic growth in the communities served by our member-distribution cooperatives. We are proud of our ongoing participation in the REDLG program, which provides zero percent interest loan funds to businesses and non-profits seeking to grow or expand. In 2020, REDLG loans were completed for Davis County Hospital and Monroe County Hospital in Iowa. Northeast Power also provided REDLG application assistance to our member-distribution cooperatives throughout the year. In addition, through REDLG, Northeast Power has created a Revolving Loan Fund (RLF). In December 2020, the Revolving Loan Fund committee approved the first Northeast Power revolving loan, which will be closed in early 2021.

“CVEC is proud to support businesses throughout our service territory through our Revolving Loan Fund. In cooperation with Northeast Power’s RLF, we were able to help a business that has been on our system for more than 40 years. To assist a new generation of the business expand and grow is a win-win for both cooperatives and the area as a whole.”

Leilani Todd, CEO/General Manager
Chariton Valley Electric Cooperative



UNITED *together*

Giving back to our communities is the cooperative way. Despite the many challenges the year brought and several fundraising opportunities being postponed or canceled, Northeast Power employees rose to the challenge and exceeded our Fundraising Committee's 2019-2020 United Way Campaign goal. We are grateful for the never-ending support our employees provide to our communities, no matter the circumstance. When we work together, our communities thrive. Together, we are stronger and united, we can make a difference.

United Way Contribution

\$58,873.36



88% Employee Contribution **12%** Northeast Power Contribution

“Supporting local organizations is an important initiative for electric cooperatives. Giving back to help our communities thrive is just one way we can provide our members with more than affordable and reliable electricity. We are thankful that a donation from Northeast Power through Sharing Success was able to assist our local Davis County Community Foundation with valuable COVID-19 response efforts.”

Greg Proctor, Manager/CEO
Southern Iowa Electric Cooperative

sharing **SUCCESS**

In addition to the outstanding support of our employees, we were proud to provide assistance to local non-profit organizations for COVID-19 response. Our long-standing, continued partnership with CoBank allowed us to donate funds to four non-profit organizations for COVID-19 response efforts including the United Way of the Mark Twain Area, Macon Electric Foundation, Tri-County Electric Charity Foundation and Davis County Community Foundation. In cooperation with our member-distribution cooperatives, we were able to allocate \$20,000 to these deserving organizations.

STRONGER *together*

Northeast Power's dedicated employees are what make our cooperative great. Through the toughest of times, these individuals work tirelessly to support our cooperative's mission and provide for our members. Amid a worldwide pandemic, we remained strong and steadfast. While internal operations may not have looked the same as before, our employees showed up each day, dedicated to keeping the power flowing. "Essential" was a term used to describe utility workers in 2020 and our employees took that designation seriously, working to protect themselves and others each and every day.

Douglas Aeilts
CEO and
General Manager



**Allie Bennett,
CCC, CEcD**
Manager of
Economic
Development and
Member Services



**Doug Drake,
CLCP**
Manager of Safety
and Compliance



Molly Faudere
Administrative
Assistant



New Administrative Assistant

Molly joined Northeast Power in June 2020. Molly is a graduate of Western Illinois University in Macomb, with a bachelor's degree in business management and a master's degree in business administration.

New Chief Financial Officer

Abe joined Northeast Power in June 2020. Abe has a bachelor's degree in finance and accounting with a minor in economics as well as a master's degree in accountancy from Truman State University in Kirksville. Abe is a licensed Certified Public Accountant.

Abe Gray, CPA
Chief Financial
Officer



Kevin White, PE
Chief Operations
Officer



**Landon
Zaborowski**
Manager of
Information Services
and Technologies



*accounting***Rachel Bemis**

Payroll Clerk/Office Assistant

Alan Embree

Accountant

Missy Kizer

Controller

Jake LovelaceGeneral Maintenance
Technician**Rick Steidinger**

Purchasing Manager

Bill Treaster*

Warehouseman

Kristi Weatherford

Accounting Clerk

*control center***Tyler Bennett**

Apprentice System Operator

Tess Bogue

Apprentice System Operator

Troy Detwiler

Apprentice System Operator

Shawn McCleery

System Operator

Mike McCutchen

System Operator

Caleb Rogers*

Apprentice System Operator

Adam Smoot

System Operator

Kevin Sydenstricker

System Operator Manager

*engineering***Brett Douglas**

System Engineer

Brian Fuqua

System Engineer

Quentin Gehring*

System Engineer

Misty HancockEngineering and Operations
Office Assistant**Michael Jeffries**

Right-of-Way Manager

Jared Stewart*

GIS & Engineering Technician

Wendy NelsonEngineering Design
Technician**Skyler Wiegmann**Engineering and NERC
Compliance Manager*information
services &
technologies***Chris Billups**

Systems Analyst

Tim GoehlTelecommunications
Technician**Merritt Lomax**

Systems Analyst

Drew MoyerTelecommunications
Technician**Kevin Scholl**Network and
Communications
Services Manager*operations***Dennis Carter**

Equipment Operator

Josh Chinn

Equipment Operator

Jerry Daniels, III

Substation Technician

Jeff Dornberger

General Construction Foreman

Todd Dornberger

Utility Groundman

Richard Epperson, Jr.Apprentice Substation
Technician**Luke Frericks**

Utility Groundman

Steve Gottman

Journeyman Lineman

Dave Henderson

Steuben Crew Foreman

A.J. HoltschlagApprentice Substation
Technician**Anthony Huber**

Journeyman Lineman

Jeremy Hudson

Journeyman Lineman

Bob Leake

Palmyra Crew Foreman

Bruce Lear

Garage Mechanic

Tom Pearn
Equipment Operator

Cole Pennewell
Apprentice Lineman

Jimmy Powell
Utility Groundman

Tom Powell
Equipment Operator

Justin Roberts
Substation Crew Foreman

Kent Rupp
Palmyra Crew Foreman

Corey Schmohe*
Apprentice Substation
Technician

Damon Scott
Journeyman Lineman

Matt Simmons
Journeyman Lineman

Steve Smith
Journeyman Lineman

Jessie Snow*
Apprentice Substation
Technician

*new employees

Jamie Taylor
Journeyman Lineman

Gary Wood
Operations Manager

safety

Alicia Doran
Receptionist/Office Assistant

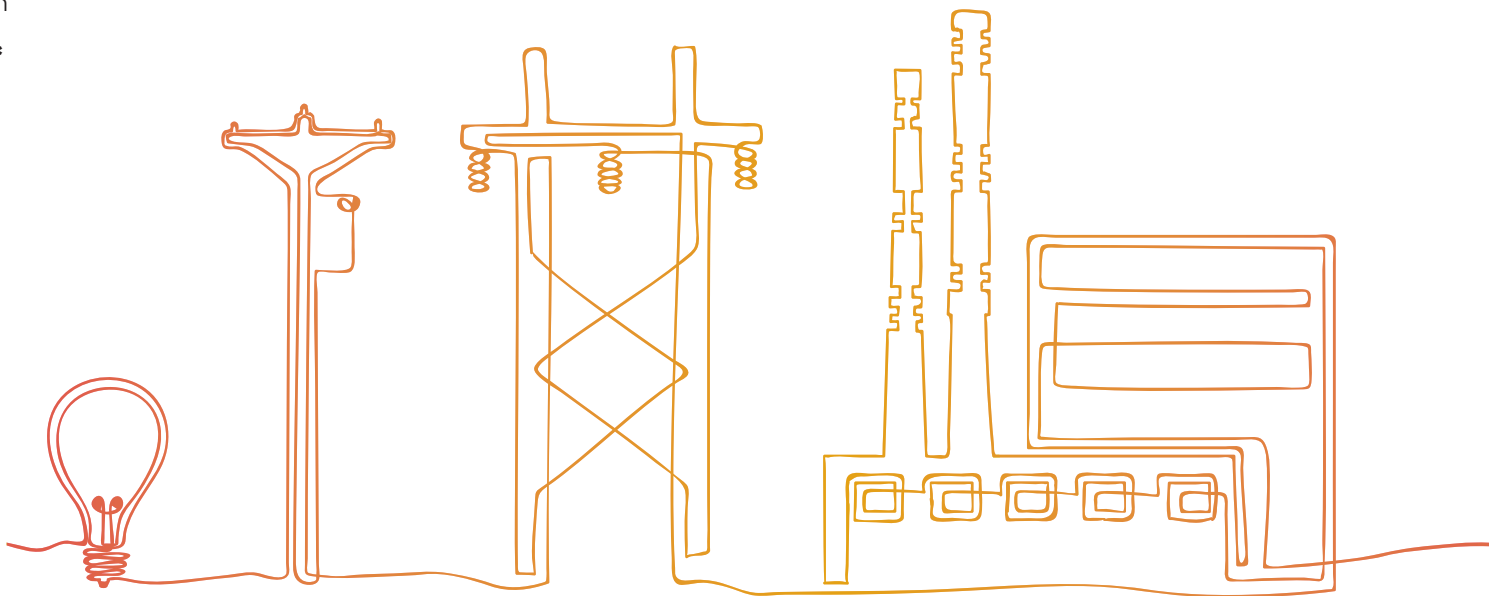
retirees

Rusty Adrian
Purchasing Manager - 41 years

Stephen Pierceall
Substation Crew Foreman - 39 years

Jackie Serbin
Chief Financial Officer - 24 years

Kay Simpson
Administrative Assistant - 40 years





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