



# ANNUAL 2018 REPORT

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## FROM THE CEO

2018 was a year defined by change. Technology, power supply and how we consume energy are all changing at a rapid pace. Tipmont's dedicated board and staff are responding by positioning Tipmont to deliver value today and for years to come.

#### FIBER INTERNET SERVICE

In January 2018, Tipmont's board unanimously voted to authorize the construction and delivery of fiber internet and related communication services. The decision followed 18 months of listening to the needs of our communities and conducting extensive feasibility evaluation and market analyses.

In September 2018, we completed a joint study with Purdue University. The study estimated that for every dollar Tipmont invests in broadband, our communities will receive \$4 in economic benefits. In other words, that's a 400 percent return on investment.

In November 2018, we connected our first fiber customer near our Linden headquarters. Our first build area will bring service to over 1,200 rural homes over 91 square miles, including the towns of Linden, New Richmond and Romney.

#### POWER SUPPLY FLEXIBILITY

In 2018, cost of purchased power comprised 65% of our financial expenses. There are many emerging technologies on the horizon that will offer a range of solutions to manage energy consumption without forfeiting comfort. Our business model must have the flexibility to adapt to changes in the market, while continuing to add value.

Throughout 2018, Tipmont's board and management explored wholesale power market alternatives. Purchasing power from one of many reliable alternatives is the best way to provide flexibility, positioning Tipmont to meet future energy needs and manage wholesale power supply costs.

#### SYSTEM GROWTH

In 2018, Tipmont connected 886 new services, a 22% increase from 2017 (725 new services). Over the last five years, Tipmont's growth has consistently ranked in the top 10% of all U.S. electric cooperatives.

#### COMMUNITY GIVING

Our community grant programs, Operation Round Up and EnviroWatts combined to contribute over \$92,000 to 27 community organizations.

#### INVESTING IN OUR YOUTH

In June, we sent 18 sixth graders to Touchstone Energy Camp at Camp Tecumseh and 21 high school juniors on Youth Tour to Washington D.C. Tipmont continues to lead the state of Indiana in youth program participation.

#### MEMBER MEETINGS

Officially, 899 memberships attended our 79th Annual Meeting on July 28, 2018, an 18 percent increase from 2017. Several hundred more attended our Kilowatts & Brats events in the spring and fall. Your involvement in our cooperative is critical to our success.

#### SERVING OUR COMMUNITY

For our 2018 Community Day on May 3, 2018, Tipmont donated and planted 51 trees in Lafayette on Erie Avenue between Greenbush Street and 19th Street. In September, our tree trimming crews partnered with arborists from across Indiana to donate an estimated \$75,000 of work to Indiana Veterans' Home as part of the Saluting Branches initiative.

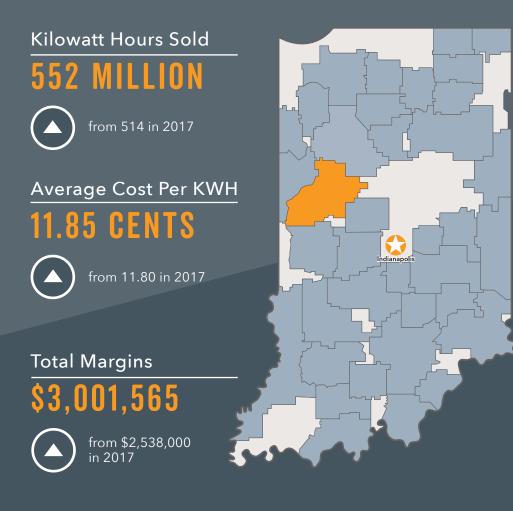
#### CAPITAL CREDITS

Our staff does an excellent job of efficiently running Tipmont's operations. This enabled our board of directors in December to retire \$631,186 in capital credits to members who received service in 1987. Over the last five years, we've gratefully returned \$3,831,155 in capital credits to our members.

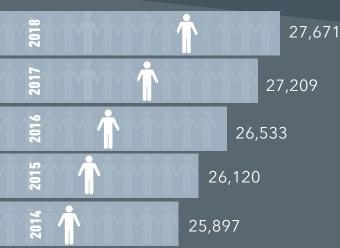
Tipmont's mission to empower our communities with state-of-the-art essential services is at the forefront of everything we do and points toward a bright future for our cooperative.

Ron Holcomb

President & CEO

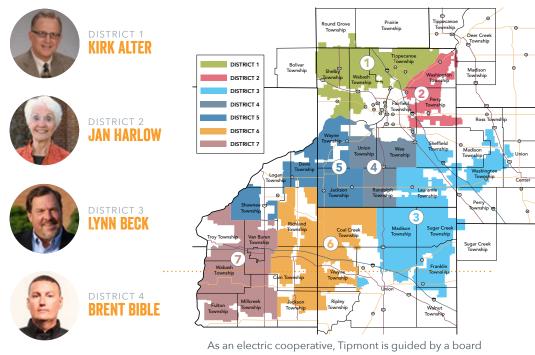


## **NUMBER OF SERVICES**



Tipmont REMC serves members in 8 counties. TIPPECANOE, MONTGOMERY, FOUNTAIN, CLINTON, CARROLL, WHITE, BENTON, BOONE

# **BOARD OF DIRECTORS**





DISTRICT 5

DISTRICT 6

DISTRICT 7

I ARRY CARLSON





of directors elected by our membership to represent their best interests when making important decisions. Being a member of this board is an incredibly important position in our community. The board's decisions impact issues such as service rates, rights-of-way and work plans.

Any Tipmont member in good standing and whose name is on the account is welcome to run for an open position on the board. Each director is elected to a three-year term. Any candidate who applies is required to receive at least 25 signatures of current Tipmont members and submit their election application 85 days prior to the annual meeting.

Get involved and call 800-726-3953 for more information on how to run for our board of directors.

## BOARD OF DIRECTORS

#### 2019 Candidates for Director



#### Kirk Alter DISTRICT 1

Kirk Alter is honored to have been able to represent his fellow

members and neighbors over the past three terms. Our service area has continued to grow, we have begun the pursuit of being able to purchase power at lower, market-driven costs, we have carefully studied the path to providing broadband internet to members and neighbors, and we have acquired the premier local broadband company – Wintek.

As Tipmont grows, and adds a new business in broadband, fiscal oversight and fiscal responsibility is a key priority. As board secretary/treasurer, Alter applies his business experience and financial analysis skills in ensuring that Tipmont's investments serve the longterm financial interest of members. Monitoring and steering this growth will require close attention and constant evaluation.

The next major initiative will be ensuring flexibility in power supply options. The board has been working diligently and carefully to pursue this, and it will take close attention to detail to achieve the goal of ensuring that members have access to new power supply technologies and markets. Alter continues to be heavily engaged in this pursuit and is committed to achieving a positive outcome for Tipmont.

Alter continues his work at Purdue as a professor in the School of Construction Management and as an industry consultant to the construction industry. While his children are all grown and have left the nest, he is thrilled to announce that he will become a grandfather for the first time in early November.



#### Lynn Beck DISTRICT 3

Lynn Beck was born in Columbus, IN, and has been an Indiana resident

all of his life. He graduated from Franklin Community High School in 1976 and then attended the University of Indianapolis where he graduated with a Bachelor of Science degree in Business Administration. Lynn was a banker for 11 years before moving to Lafayette, IN in 1989 where he began a career with IBM as a Sales Representative in the Systems and Technology Group. He retired from IBM in July 2013 after 23 years and is currently employed as an Account Manager for Logicalis.

Debbie, Lynn's wife of 38 years, is a nurse at SIA's Health and Wellness Center in Lafayette. They have three children and eight grandchildren and attend Dayton United Methodist Church. Lynn and Debbie have been very active over the past 10 years with the Dave Ramsey program and have led 14 Financial Peace University classes that have helped many families with their finances.

Lynn has been a director for the past five years and has earned Director Gold, which is the highest certification that can be awarded by the National Rural Electric Cooperative Association. Lynn's goal as director of District 3 is to continue to provide the most safe and reliable service at the lowest cost and to maintain the values that the cooperative was founded upon.

#### Jerry Peevler



#### DISTRICT 6

Jerry Peevler is director for District 6. During his time, he completed his Credentialed Cooperative

Director (CCD) Certificate and earned his Board Leadership Certificate (BLC) through the National Rural Electric Cooperative Association (NRECA). He also has completed Director Gold, the highest director certification that can be awarded by the NRECA.

As board chairman, Jerry led the implementation of the first Community Solar array in Indiana. Jerry also helped increase reliability through system upgrades, including the transition from a sixyear to a three-year tree-trimming cycle which decreased outages by trees by 64 percent from 2012. He also played a significant role in the decision to authorize the design, construction and delivery of fiber optic broadband and related services to the Tipmont membership. Additionally, he led Tipmont's national CEO search in 2013 and has served on the Youth Tour selection committee.

A lifetime resident of Fountain and Montgomery counties, Jerry lives in New Richmond with his wife, Kathy where they are members of Newtown Community Church. They are the parents of four adult children. Jerry and Kathy enjoy spending time with friends and family - especially their grandchildren.

Jerry served for 12 years on the North Montgomery School Board and is a member of the New Richmond Masonic Lodge. He is currently working in real estate sales and insurance.

## 2018 ANNUAL MEETING MINUTES

The 79th Annual Member Meeting of Tipmont Rural Electric Membership Corporation was held at McCutcheon High School on Saturday, July 28, 2018, at 9:30 a.m. Registration began at 8 a.m.

Prior to and during the registration period, members were encouraged to visit various Tipmont REMC displays and information centers. Also offered in the auditorium was a presentation on 'What you can do with Broadband.'

Each registered member received a Tipmont REMC reusable bag, one comment card, an ink pen, a chip clip, a cord light bulb, brochures; 'join.tipmont.org fiber internet,' 'Fiber internet FAQ,' 'Electrical Safety,' and 'Energy Assessment.' Also, included was the Annual Report which included the 2017 Annual Meeting minutes. The Annual Meeting registration card was mailed prior to the meeting.

Following a President's report by video, President Robert Baker welcomed and thanked the membership for their attendance.

President Robert Baker introduced Tipmont REMC director Lynn Beck who offered the invocation.

Secretary Treasurer Kirk Alter led the Pledge of Allegiance. He then introduced Eli Vanderkolk who performed our National Anthem. President Robert Baker then recognized all special guests in attendance. He thanked McCutcheon High School for the use of the facility and Outpost Catering for the breakfast meal. The Tipmont REMC Board of Directors were introduced.

President Robert Baker read the notice of the Annual Meeting, announced a quorum and called the meeting to order at 9:54 a.m.

President Robert Baker asked those members present to refer to the minutes of the 2017 meeting, which were given to them at the time of registration. He then asked for a motion to accept the minutes as



**ABOVE** District 2 incumbent director Jan Harlow speaks at the 2018 Tipmont Annual Meeting

recorded. A motion was made by member Gary Isenberg, a second was made; the motion carried and the minutes from the 2017 meeting were approved as presented.

Secretary Treasurer Kirk Alter presented the Financial Report.

President Robert Baker introduced Attorney Jeff Helmerick who announced the unopposed election of districts 5 and 7. He then introduced from district 2 incumbent Jan Harlow and candidate Lee Morrison. Both gave a brief candidate speech. Following the speech, attorney Helmerick thanked the candidates and explained the process of the Credential and Election Committee. He then asked the membership to vote using the yellow ballots.

President Robert Baker introduced CEO Ron Holcomb. CEO Ron Holcomb gave a concise speech updating the membership on the status of the cooperative and the broadband initiative.

President Robert Baker introduced a video from the 2018 Youth Tour. He asked all Youth Tour attendees in the meeting to stand.

President Robert Baker announced the ballots have been counted and introduced attorney Helmerick who then gave the results of the election. Jan Harlow would continue to represent district 2. He asked for a motion for representation of district 2 by Jan Harlow and unopposed representation of district 5 by Larry Carlson, and district 7 by Robert Baker. A motion was made by member Sandra Richardson, a second was made by member Susan Delong; the motion carried.

President Robert Baker and CEO Ron Holcomb answered a few questions presented by the membership.

President Robert Baker thanked the employees and spouses that volunteered to help at the meeting and recognized the Tipmont employees who served on the Annual Meeting Committee.

President Robert Baker asked director Brent Bible to assist with the final prize drawings. President Baker asked that the winners of the final drawings come forward to have a photo taken. Drawings were conducted for five \$1,000 grand prizes of the winners' choice: cash, electric bill credit, or a Community Solar panel lease.

The grand prizes were awarded to the following members: Louis and Patrick Meyer, Lucinda and Avis Ashby, Marvin Caudill, Maria Pacheco, Elmer and Ruth Oswalt.

As there was no further business, the meeting was adjourned at 10:48 a.m.

# FINANCIAL HEALTH

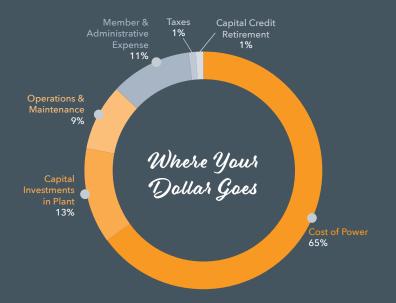
Rural electric cooperatives have two primary sources of cash to grow, operate and maintain the system: the rates members pay for service and the money we borrow.

Tipmont remains committed to maintaining strong financial health and encouraging long-term financial stability. This allows us to focus on the core of Tipmont's service: providing essential services that are both reliable and valuable to the communities we serve.

To maintain a healthy balance, Tipmont funds approximately one-third of capital spending from rates and the remaining two-thirds from long-term borrowing. This balanced approach ensures consumers who benefit from the distribution system pay for the system over its useful life while also allowing Tipmont to maintain financial flexibility.

This sound financial management over the last several years enabled our board of directors to retire \$631,186 in capital credits in 2018. Strategic infrastructure investments also enabled the board to authorize the design, construction and delivery of fiber optic broadband in January 2018. The pie chart below illustrates how Tipmont allocates its cash as a resource. In 2018, 87 percent of our capital spending (cost of power, capital investments in plant and operations and maintenance) went toward constructing, maintaining and operating the system and purchasing the energy that is delivered to your home or business.

The remaining 13 percent covers member and administrative expenses, taxes and capital credit retirements.



CONSOLIDATED BALANCE SHEETS	2018	2017
Assets		
Net Utility Plant	\$130,854,497	\$123,226,973
Other Property and Investments	36,368,239	15,698,367
Current Assets	15,642,650	16,160,243
Deferred Debits	1,225,861	1,209,693
Total Assets and Other Debits	\$184,091,247	\$156,295,276
Equities & Liabilities		
Total Margins and Equities	\$70,268,718	\$67,548,520
Noncurrent Liabilities	101,746,798	76,489,838
Current and Accrued Liabilities	11,959,295	12,118,710
Deferred Credits	116,436	138,208
Total Equities and Liabilities	\$184,091,247	\$156,295,276
CONSOLIDATED OPERATING STATEMENT	2018	2017
Operating Revenues	\$65,865,100	\$61,112,896
Operating Expenses		
Cost of Power	\$43,375,307	\$40,531,548
Distribution Expense		
Operations	3,549,806	2,936,548
Maintenance	2,546,409	2,860,602
Consumer Accounts	1,344,231	1,436,666
Administrative and General Expense	5,776,299	4,845,601
Depreciation Expense	4,630,437	4,300,701
Taxes	926,214	857,652
Interest	2,560,359	2,389,536
Total Operating Expenses	\$64,709,062	\$60,158,854
Patronage Capital and Operating Margins	1,156,038	954,042
Non Operating Margins	128,322	100,637
Other Capital Credits and Patronage Dividends	1,716,031	1,453,496
Income/Loss from Investments	1,174	29,825
Net Margins	\$3,001,565	\$2,538,000

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The Financial Records of Tipmont REMC and subsidiary for the years ended 2018 and 2017 presented in this report were taken from financial statements audited by London Witte Group, LLC, Certified Public Accountants, Indianapolis, Indiana which expressed their unqualified opinion on these statements in their report dated March 20, 2019. All assets are pledged as security for The noncurrent liabilities of the Rural Utilities Service (RUS) and the National Rural Utilities Cooperative Finance Corporation (CFC). Copies of the complete financial statements along with the auditor's report may be examined at the Cooperative's general headquarters by appointment during regular business hours.

#### FIBER INTERNET

At the January 2018 board meeting, Tipmont REMC's Board of Directors voted to authorize the design, construction and delivery of fiber optic broadband and related services to the entire Tipmont service area. The vote was unanimous and followed 18 months of due diligence, including extensive feasibility evaluation and market analysis.

Tipmont's mission is dedicated to the equal opportunity and access for all Tipmont consumers. Despite the fact that these services are offered primarily in rural areas, the services will be state-of-the-art.

## 66

THE CORE OF TIPMONT'S SERVICE HAS ALWAYS BEEN INNOVATION, QUALITY, AND VALUE. BRINGING RELIABLE HIGH-SPEED INTERNET AND FIBER OPTIC COMMUNICATION TO OUR MEMBERS' HOMES, SCHOOLS AND BUSINESSES IS THE LATEST EXTENSION OF OUR COMMITMENT TO TIPMONT'S MISSION.

> ROBERT BAKER Director, District 7





### COMMUNITY Day May 3, 2018

Tipmont donated and planted 51 trees in Lafayette on Erie Avenue between Greenbush Street and 19th Street. Also participating were crews from Mint City Tree and Tree Lafayette volunteers.



#### ENVIROWATTS®

#### tipmont.org/envirowatts

Tipmont REMC members who sign up for EnviroWatts support environmental projects in our community by electing to pay a small premium of one cent per kilowatt-hour on their electric bill for renewable energy. The maximum contribution is \$5 per month per account.

Each extra penny per kilowatt-hour goes into the EnviroWatts Trust Fund overseen by a board of volunteer Tipmont members that distributes grants to not-for-profit organizations in the Tipmont service area. In 2018, EnviroWatts awarded \$56,727.77 to seven local organizations

#### APRIL 2018

- Food Finders Food Bank, \$3,000, Recycling, recycling education information and education signage for a teaching garden.
- NICHES Land Trust, \$10,000, Purchase seeds for 137 species that will be used to restore land acquired by NICHES.

#### **JULY 2018**

- Crawfordsville Main Street, \$10,000, A professional tree inventory for public land and an urban forestry plan.
- Friends of Sugar Creek, \$3,727.77, Two canoes, four kayaks, a trailer for transport, as well as paddles and personal flotation devices to assist with environmental education.
- Ivy Tech Foundation, \$10,000, Energy Technology program scholarships.

#### OCTOBER 2018

- Tree Lafayette, \$10,000, Planting 200 trees in public spaces in Lafayette.
- Lafayette Urban Ministry, \$10,000, Help fund a solar energy system.





EnviroWatts has contributed over \$720,000

in environmental grants since 2003.

# COMMUNITY

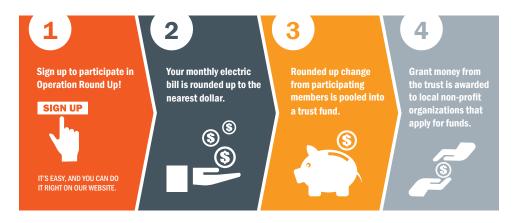
# **COMMUNITY**

#### **OPERATION ROUND UP**

#### YOUR SMALL CHANGE MAKES A BIG DIFFERENCE

When you sign up for our Operation Round Up program, your spare change will change our communities for the better.

Through the generosity of Tipmont REMC members who allow their electric bills to be "rounded up" to the next dollar, Operation Round Up awarded \$35,321.86 to 20 local organizations in 2018.



ORGANIZATION	PROJECT	AMOUNT
Learning Network of Clinton County	Books for Head Start program in Clinton County	\$1,740
Camp Cullom - Clinton County Foundation for Youth	Fencing to provide security around their newly installed solar array	\$2,000
Friends of Shadeland Parks and Recreation	Microwave and prep table for the community fire station	\$872.16
Half Way Home, Inc.	Lawn mower for residential treatment facility	\$2,499
LTHC Homeless Services	Computer and monitor	\$789.98
Madison Township Vol. Fireman	Air monitoring devices	\$1,674.85
Montgomery County Youth Service Bureau	Admission tickets and shelter rental for JUMP program field trip to Columbian Park	\$410
Sheltered Reality (Frankfort Site)	Laptop, external CD/DVD drive, lighted drumsticks, lighted floor discs for the program	\$1,049.58
Special Olympics Indiana Tippecanoe County	Uniforms and shirts	\$1,750
Tippecanoe County 4H exhibit Association	Display/cage items for the rabbit exhibit	\$1,308.47
Twin Lakes Camp Incorporated	Chairs for their camp meeting space	\$3,900
SURF Center	Tables and coffee makers	\$1,131.58
Trinity Horizons	Commercial dish washer	\$3,232.52
West Lafayette Public Library Foundation	10 Thinkpads	\$2,800
Women's Resource Center	Diaper station and Dell laptop	\$1,045.61
Fountain County Fair Grounds/ Purdue Extension	Demolition and reconstruction of restroom facilities at fair grounds	\$2,000
Fishing has no Boundaries	Replace benches and seats on donated pontoon boat	\$2,500
Right Steps Child Development	Two Premium Easy-Clean Glider Rockers	\$1,073.16
NMHS Robotics with Friends of Carnegie Museum of Montgomery Cty Inc.	Equipment and sign up fees for the FTC First Robotics Competition	\$949.95
Food Finders Food Bank, Inc.	Purchase produce bagging machine	\$2,595

## CAPITAL CREDIT RETIREMENT

### DO WE OWE You money?

**Unclaimed** capital credits are capital credits that were returned to Tipmont because of incorrect contact information for members who have moved away or no longer live on our system. A real-time list of unclaimed credits is available on our website. Visit tipmont. org/unclaimed to search for your unclaimed capital credits.

### OPERATION AT COST IS PART OF THE COOPERATIVE DIFFERENCE

Tipmont REMC retired \$631,186 in capital credits to our members in 2018.

When you signed up for electric service with Tipmont, you became a member of a non-profit electric cooperative. As a non-profit cooperative, Tipmont does not technically earn profits. Instead, any revenues left over after covering our operating expenses and saving for emergencies are allocated back to our members. These allocations are called capital credits.

Because Tipmont's operations are efficiently run, our board of directors is able to return these capital credits to our members. It's proof that we're good stewards of your money.

At the end of each year, Tipmont's board of directors authorize a retirement of capital credits when doing so is in the best interest of Tipmont's members. In December 2018, Tipmont's board of directors voted to retire capital credits to Tipmont members who received service in 1987.

#### Did I receive my credit?

Eligible members receiving more than \$15 received a check in the mail. Members receiving less than \$15 received a bill credit. The credits were distributed between December 22, 2018 and January 15, 2019.

TIP

Moving soon? Make sure we have your current contact information so we can return any capital credits you earned during your membership with Tipmont!

#### YOUTH TOUR TO WASHINGTON D.C.

#### www.tipmont.org/youthtour

Each summer, Tipmont proudly sponsors high school juniors on Youth Tour - a life-changing educational adventure to Gettysburg and Washington D.C. Students meet with Indiana's congressional delegation, visit famous monuments and historic sites, and share those experiences with students from other co-ops across the country.

Riley Brown, North Montgomery Jacob Alfred, Harrison Abby Alvarez, McCutcheon Kate Bangert, Harrison Jalen Barker, McCutcheon Wyatt Bible, Fountain Central Amanda Briggs, West Lafayette Kirsten Burke, McCutcheon Alison Carlisle, Homeschool Alex Coors, Harrison Katie Del Real, McCutcheon Nash DePugh, Fountain Central Jayden Foshee, McCutcheon Anna Hampton, McCutcheon Maddy Minns, McCutcheon Shawn Mountcastle, Southmont Dawson Odle, North Montgomery Josh Peacock, Southmont Anna Plake, Harrison Abigail Vinarcik, Central Catholic Mikayla Wise, McCutcheon





#### IT WAS THE Most rewarding trip of my life.

SHAWN MOUNTCASTLE South Montgomery High School, Youth Tour 2018



#### TOUCHSTONE Energy Camp

#### www.tipmont.org/tecamp

Each year, Tipmont sponsors sixth-grade students to attend Touchstone Energy Camp at Camp Tecumseh in Brookston, IN. They combine traditional outdoor camp activities with environmental and electric safety, and cooperative business education.

2018 Touchstone Energy Camp Students Jocelyn Hobson Elizabeth Whitlock **Russell Shipley** Lucy McGlothlin Seth Miller **Megan Raff** Abraham Khalid Garrett Grossman **Keghan Lane** Heidi Townsend Morgan Arthur Tylene McKinzie Kylea Gazarian Lilith Marcum **Isabelle Voorhies** 

## YOUTH PROGRAMS

## TIPMONT AND WINTEK Employee Roster

**Travis Bailey** Vice President, Information Technology

Nicholas Barker Journeyman Lineman

**Cindy Bass** Office Manager

**Oliver Beers** Vice President, Sales and Marketing

**Christopher Blaisdell** System Engineering Supervisor

**Kevin Bonebrake** Journeyman Lineman / Working Foreman

Luke Bontrager Project Engineer

**Lucas Bouwkamp** Journeyman Lineman/ Working Foreman

Brian Brown Journeyman Lineman

Theresa Brown Receptionist

**Josh Caldwell** Meterman

Kevin Carpenter Energy Advisor

**Ed Center** Journeyman Lineman

**Candice Cornetet** Distribution System Engineer

Adam Crabb Apprentice Lineman

Patrick Dowell Meterman

18 EMPLOYEE ROSTER

Sean Dronet Senior Network Engineer

David Flint Network Technician

Sean Foley Network Technician

Rob Ford Communication Director

Garret Foutch Journeyman Lineman

Chris Foxworthy Apprentice Lineman

Katty Fulford Member Service Representative

AJ Greathouse Technical Services Supervisor

Katrina Gutwein Member Service Representative

Matt Hamstra Manger, Finance & Administration

Scott Hanawalt Project Engineer

Garrett Hanna Project Engineer

Melissa Harwood Payroll Administrator

Sam Headlee Journeyman Lineman

Mallory Herbert Jr. Network Engineer

**Jacob Hinshaw** Field Technician

Ron Holcomb President & CEO Belinda Huesman Manager of Member Services

Amy Hurt Member Service Representative

Logan Isch System Administrator

**Curly Jasheway** Journeyman Lineman

Mike Jenkins Procurement Manager

Clayton Jewell Systems Analyst

Allen Jones Senior Manager Information Technology

Andy Karle Journeyman Lineman

Chad Keller Journeyman Lineman

Hina Khalid Strategic Project Manager

**Joe Kline** Manager, Project Engineering

Matt Knoth Project Engineer

Tonya Knoth Accounts Manager

Jeremy Konkle Vice President, Engineering and Operations

**Rich Kuhns** System Administrator

**Crystal Laughlin** Member Service Representative

Jim Lind Project Engineer

#### **Troy Little**

Lead Telecom Maintenance Technician & Installer

Christopher Loffredo Meterman

**Glenn Logan** Sr. Project Engineer & Operations Supervisor

Matt Lowe Journeyman Lineman/ Working Foreman

**Dusty Manns** Warehouseman

**Doug Martin** Vice President, Finance & Administration

Jacklyn McLeland Operations Analyst Supervisor

Jarad McLeland Project Engineer

Tracey Miller Accounting Representative

Mark Mitchell Telecom Maintenance Technician & Installer

**Jason Monroe** Vice President, Essential Services

Krista Monroe Engineering Specialist

**Jeff Morrison** Journeyman Lineman

**Traci Mountcastle** Member Service Representative

Patrick Mowrey Telecom Maintenance Technician & Installer

#### **Abby O'Neill** Vice President, Corporate

Strategy & Communications

Tolu Omotoso Energy Management Engineer

**Bob Palmer** Journeyman Lineman

Melody Peacock Operations Analyst

Anita Pike Systems Analyst

Zebb Pippin Pre-Apprentice Lineman

Justin Pitts Pre-Apprentice Lineman

John Plahitko Network Architect

**Dylan Popp** Jr. Network Technician

**Scot Price** Sr. Manager, Operations and Safety

Matt Priebe Right of Way Maintenance Coordinator

**Corey Rhine** Journeyman Lineman

Samuel Richardson Network Architect

Andy Saldana Jr. Network Technician

**Debbie Schavietello** Director of Human Resources

Trevor Scott Junior Network Engineer

**Dustin Sieber** Journeyman Lineman Mike Skvarek Jr. Network Engineer

Alexis Smith Digital Media Coordinator

Janet Smith Marketing Manager

Jenny Smith Operations Analyst

**Travis Smith** Journeyman Lineman / Working Foreman

**Stacy Sommer** Administrative and HR Generalist

**Eric Summerfield** Right of Way Maintenance Coordinator

Paxton Thomas Pre-Apprentice Lineman

Sean Vessels Facilities Manager

Daman Weathington Network Engineer

Mike Wehr Telecommunication System Engineer

**Jeff Wilcox** Substation Maintenance Technician

**Doug Williams** Substation Maintenance Technician

**Ron Williams** Network Technician – Team Leader





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