

PAST  
PRESENT  
FUTURE



2019 **ANNUAL**  
**REPORT**



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# Message from the CEO

2019 was a year like no other in Tipmont's history. We continue to follow the core principle of making business decisions based on our customers' success — when they win, we win.

## WINTEK ACQUISITION

In January 2019, we acquired Wintek. This combination creates the premier internet and technology solutions provider in Indiana.

## WINTEK POWERED BY TIPMONT

In May 2019, we announced the new name for our residential fiber service: Wintek powered by Tipmont. By combining Wintek's technology identity and Tipmont's legacy, we're positioned to lead our communities into the future and strengthen our region. By the end of 2019, we connected over 1,000 customers to state-of-the-art fiber internet, and our customer satisfaction scores continued to increase.

## ELECTRIC RELIABILITY

In 2019, our top outage causes were power supply, trees, and equipment failure, which is consistent with every other year going all the way back to 2012. Of those three, power supply (also known as transmission) comprised over 51% of total member minutes out.

## ENERGY EFFICIENCY PROGRAMS

Tipmont unveiled two new energy efficiency programs aimed at helping our members reduce their energy usage. In 2019, over 150 members submitted rebate applications for the Nest Thermostat and Aqualta water

heater controller. These tools help members better manage the biggest energy users in their homes.

## COMMUNITY INVOLVEMENT

Operation Round Up and EnviroWatts, our grant giving programs, combined to contribute over \$74,000 to non-profits in our communities. Local recipients included LTHC Homeless Services, Hillsboro Volunteer Fire Department, Montgomery County Cultural Foundation, Lafayette YMCA, Covington Nursery School, Wabash River Enhancement Corporation, and NICHES Land Trust.

## YOUTH PROGRAMS

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's board proudly invests in these opportunities knowing that the outcomes are measurable and long lasting.

## CAPITAL CREDITS

In December, our board of directors retired \$245,402 in capital credits to members who received service in 1987. The credits were distributed between Dec 22, 2019 and Jan. 15, 2020.

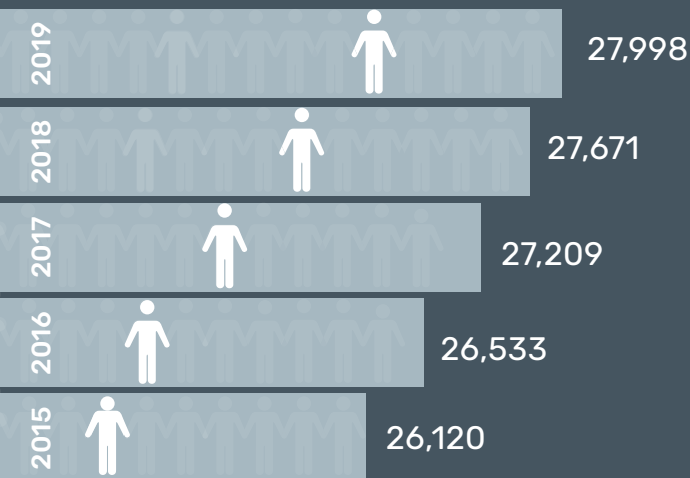


**RON HOLCOMB**

President & CEO



## Number of Members



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

# Board of Directors

As an electric cooperative, Tiptmont is guided by a board of directors elected by our membership to represent their best interests when making important decisions. The board's decisions impact issues such as service rates, rights-of-way, and work plans. This position holds significant responsibility. It requires individuals who understand their community's needs and serve the cooperative members' best interest.

Any Tiptmont 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 Tiptmont members and submit their election application 85 days prior to the annual meeting.



DISTRICT 1

**Kirk Alter**

SECRETARY/TREASURER



DISTRICT 2

**Jan Harlow**



DISTRICT 5

**Larry Carlson**



DISTRICT 3

**Lynn Beck**



DISTRICT 6

**Jerry Peevler**

CHAIRMAN



DISTRICT 4

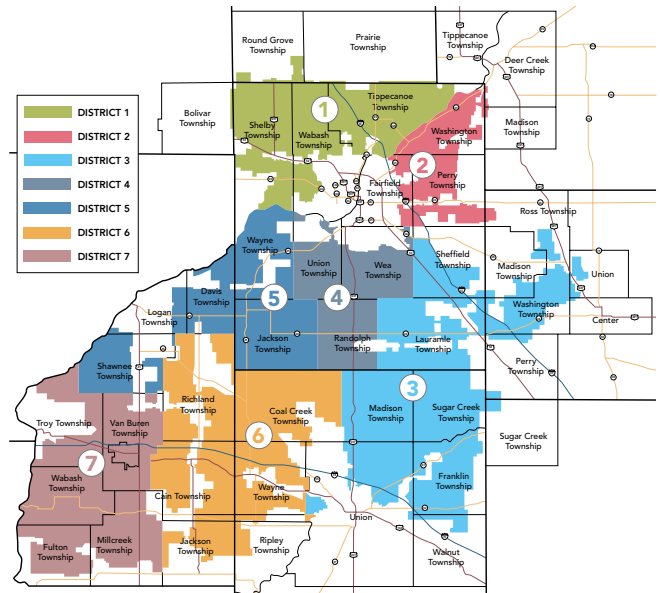
**Brent Bible**

VICE CHAIRMAN



DISTRICT 7

**Bob Baker**



# 2019 Annual Meeting Minutes

The 80th Annual Member Meeting of Tipmont Rural Electric Membership Corporation was held at McCutcheon High School, 4951 US 231, Lafayette, IN, on Saturday, July 27, 2019, 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 by Communication Director Rob Ford.

Each registered member received a Tipmont REMC reusable bag, one comment card, two ink pens, a Wintek Powered by Tipmont note pad, a universal 3-in-1 charging cable, and a brochure named "Understanding internet speeds." Also, included was the annual report which included the 2018 annual meeting minutes. The annual meeting registration card was mailed prior to the meeting.

Following a Chairman's report by video, Communication Director Rob Ford welcomed and thanked the membership for their attendance. He gave a brief overview of how Tipmont was formed 80 years ago. He then introduced Directors Lynn Beck and Kirk Alter.

Director Lynn Beck offered the invocation.

All who served in our nation's armed forces were asked to stand and be recognized. Secretary Treasurer Kirk Alter then led the Pledge of Allegiance.

Northern Lights, from North Montgomery High School, reunited in song to perform our National Anthem.

Communication Director Rob Ford then recognized all special guests in attendance. He thanked McCutcheon High School for the use of the facility and Outpost Catering for the wonderful meal. The Tipmont REMC Board of Directors were introduced.

Attorney Jeff Helmerick read the notice of the Annual Meeting, announced a quorum and called the meeting to order at 9:46 a.m.



596 memberships attended our 80th Annual Meeting, held July 27, 2019 at McCutcheon High School.



Helmerick asked those members present to refer to the minutes of the 2018 meeting, which were given to them at the time of registration. He then asked for a motion to accept the minutes as recorded. A motion was made by member Gary Isenberg, a second was made by member Gary Minnick; the motion carried and the minutes from the 2018 meeting were approved as presented.

Secretary Treasurer Kirk Alter presented the Financial Report.

Attorney Jeff Helmerick announced the unopposed election of districts 1, 3 and 6. He then introduced each and asked them to stand, district 1, Kirk Alter, district 3, Lynn Beck and district 6, Jerry Peevler. Helmerick ask for a motion to cast a unanimous ballot for districts 1, 3 and 6. A motion was made by member Roger Miller; a second was made by Max Bond; the motion carried, and the unanimous ballot passed.

Communication Director Rob Ford introduced President and CEO Ron Holcomb. President and CEO Holcomb gave a concise speech updating the membership on the status of the cooperative and the broadband project.

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

Communication Director Rob Ford thanked the employees and spouses

that volunteered to help at the meeting and recognized the Tipmont employees who served on the Annual Meeting Committee.

Communication Director Rob Ford asked Director Lynn Beck to assist with the final prize drawings. The winners of the final drawings were asked to 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.

The grand prizes were awarded to the following members: Kay E Scott, Adriana D Kennedy, Benjamin D Farrer, Matt Wilcox, and David W Mullen.

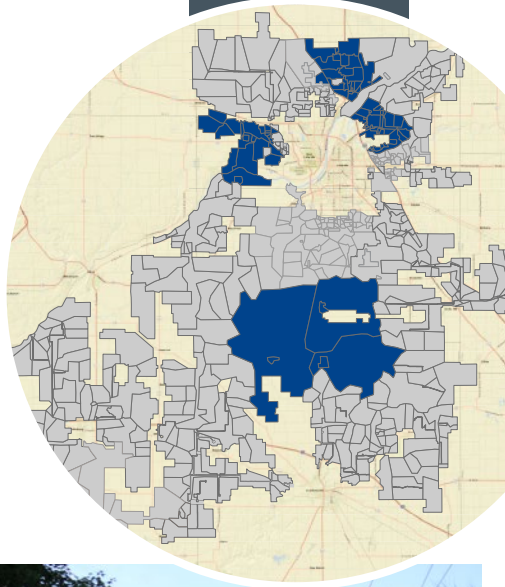
As there was no further business, the meeting was adjourned at 10:06 a.m.



## 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, and state-of-the-art services.

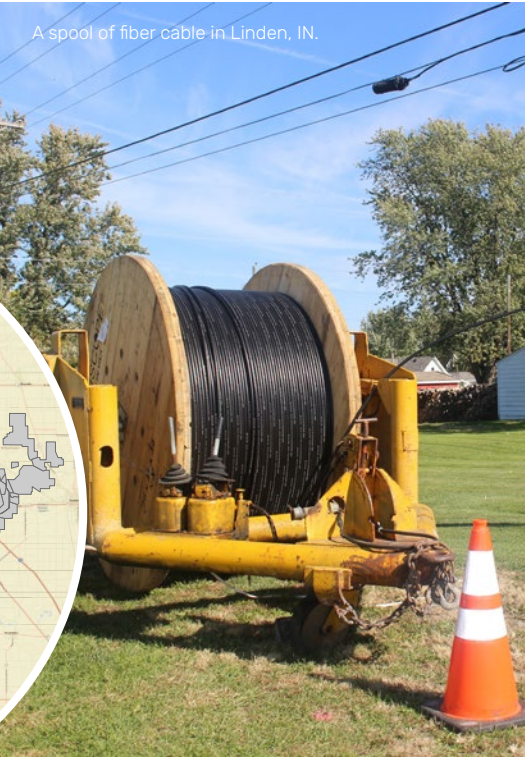


A Wintek van at an in-home  
installation near Battle Ground, IN.



Line crews install new fiber  
cable in Tippecanoe County.

A spool of fiber cable in Linden, IN.



Wintek customer Don Braun (right) asks Installation Supervisor Troy Little about the new fiber service in his home.



“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”

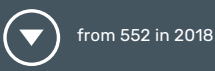
**BOB BAKER**  
DIRECTOR, DISTRICT 7

Fiber installer Heath Moore connects Wintek fiber internet to a home near Battle Ground, IN.



# Financial Health

Kilowatt Hours Sold  
**528 MILLION**



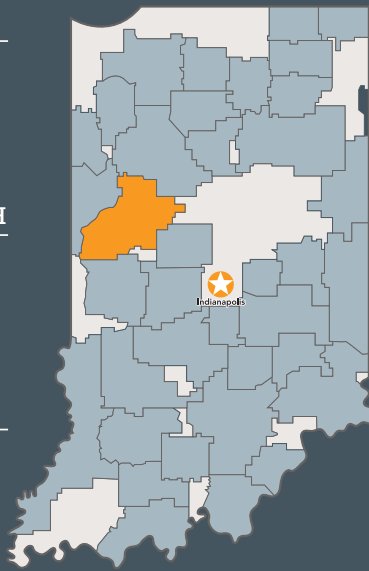
Average Cost Per KWH  
**12.32 CENTS**



Total Electric Margin  
**\$3,948,444**



Total Consolidated Margin  
**\$2,470,685**



## Broadband Highlights

Tipmont REMC's initiative to make broadband available to our electric membership commenced in 2018 on an eight-year build plan. The acquisition of Wintek and grant funding has shortened the original timeline to five years.

Our number of connections, revenue, and net margins continue to outperform the original business plan.

### TOTAL BROADBAND CONNECTIONS FOR 2019 VS. TOTAL BROADBAND CONNECTIONS IN BUSINESS PLAN

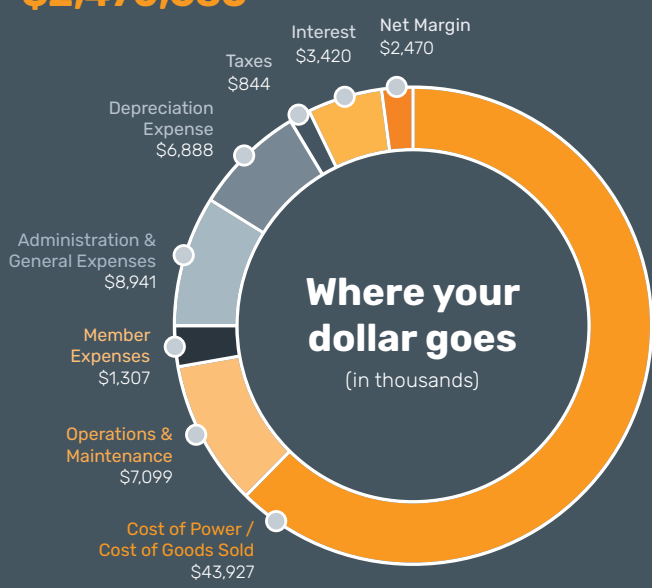
ACTUAL 2019	1,044
YEAR 1 PLAN	214

### TOTAL BROADBAND REVENUE FOR 2019 VS. TOTAL BROADBAND REVENUE IN BUSINESS PLAN

ACTUAL 2019	\$7,399,229
YEAR 1 PLAN	\$84,260

### NET MARGIN FOR 2019 VS. NET MARGIN FOR YEAR 1 IN BUSINESS PLAN

ACTUAL 2019	\$(1,477,759)
YEAR 1 PLAN	\$(2,267,313)





## YEAR ENDED DECEMBER 31

	2019 ELECTRIC	2019 BROADBAND	2018 ELECTRIC	2018 BROADBAND
OPERATING REVENUES	\$65,632,651	\$7,399,229	\$65,865,100	\$-
COST OF POWER / COST OF GOODS SOLD	\$41,916,018	\$2,010,873	\$43,375,307	\$-
DISTRIBUTION EXPENSE - OPERATIONS	\$3,191,086	\$1,112,529	3,549,806	\$-
DISTRIBUTION EXPENSE - MAINTENANCE	\$2,693,768	\$101,716	2,546,409	\$-
CONSUMER ACCOUNTS	\$1,586,087	\$391,742	1,344,231	\$-
ADMINISTRATIVE AND GENERAL EXPENSE	\$5,597,576	\$3,343,578	5,776,299	\$-
DEPRECIATION EXPENSE	\$4,949,205	\$1,939,078	4,630,437	\$-
TAXES	\$922,290	\$153,514	926,214	\$-
DEFERRED TAXES	\$-	\$(232,396)	-	\$-
INTEREST	\$3,420,091	\$-	2,560,359	\$-
TOTAL OPERATING EXPENSES	\$64,276,121	\$8,820,635	\$64,709,062	\$-
OTHER CAPITAL CREDITS AND PATRONAGE DIVIDENDS	\$2,475,577	\$-	1,716,031	\$-
OPERATING MARGINS	\$3,832,107	\$(1,421,406)	\$2,872,069	\$-
NON OPERATING MARGINS	\$101,125	\$(56,353)	\$128,322	\$-
INCOME/LOSS FROM INVESTMENTS	\$15,212	\$-	\$1,174	\$-
NET MARGINS	\$3,948,444	\$(1,477,759)	\$3,001,565	\$-

*The Financial Records of Tipmont REMC and subsidiary for the years ended 2019 and 2018 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 April 14, 2020. 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).*

Kirk Alter *Secretary-Treasurer, Tipmont REMC*

# 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](https://tipmont.org/unclaimed) to search for your unclaimed capital credits.

## WE'RE PROUDLY NOT-FOR-PROFIT

**Tipmont REMC retired \$245,402 in capital credits to our members in 2019.**

When you signed up for service with Tipmont, you became a member of a non-profit electric cooperative. As a non-profit cooperative, Tipmont does not keep 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 being 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.

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 2019, 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 Dec 22, 2019 and Jan. 15, 2020.



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

Tipmont REMC members who sign up for EnviroWatts support environmental projects 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 2019, EnviroWatts contributed \$38,967.98 to six local organizations:



## APRIL 2019

- **Wabash River Enhancement Corporation: \$5,000**  
Rain barrel program to reduce the flow of polluted runoff from each residential property during the first flush or rain.
- **Food Finders Food Bank: \$6,481.97**  
Two solar parking lot lights for the pantry parking lot at the Food Resource and Education Center.



## JULY 2019

- **Ivy Tech Lafayette: \$10,000**  
Scholarship funds to encourage student participation in Associate of Applied Science in Energy Technology

## OCTOBER 2019

**Colfax Historical Society: \$2,975**  
Bring overhead lighting to code by purchasing 35 energy efficient LED troffer light fixtures.

- **Lafayette Tree Fund: \$10,000**  
Plant at least 200 trees in public spaces.
- **Wabash River Enhancement Corporation: \$5,000**  
Remove invasive plant species along the Wabash River which have a harmful impact on the environment, economy and/or human health.

EnviroWatts has  
contributed over

**\$784,000**

in environmental grants  
since 2003.

# COMMUNITY



**Journeyman Lineman Adam Crabb (left)  
leads a live line safety demonstration**

# 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 \$35,806.86 to 25 local organizations in 2019.

Operation Round Up has  
contributed over

**\$1.4 million**

in grants  
since 1999.

**1**

Sign up to  
participate in  
Operation  
Round Up!

**SIGN UP**



It's easy,  
and you  
can do  
it right  
on our  
website.

**2**

Your monthly  
electric bill is  
rounded up to the  
nearest dollar.



**3**

Rounded up  
change from  
participating  
members is pooled  
into a trust fund.



**4**

Grant money  
from the trust is  
awarded to local  
organizations that  
apply for funds.



# 2019 OPERATION ROUND UP GRANTS

ORGANIZATION	PROJECT	AMOUNT
Community Action Program, Inc. of Western Indiana	Mentor guidebooks and student textbooks	\$1,425.00
West Lafayette Schools Education Foundation	Backpack program	\$600.00
The Learning Network of Clinton County/Clinton County Extension Homemakers	Purchase 480 preschool books which volunteers read to preschool age children	\$960.00
Haan Museum of Indiana Art	Replace CFL bulbs with LED bulbs	\$1,264.00
Hillsboro Volunteer Fire Department	Purchase communication devices for firefighters	\$2,025.00
YWCA Greater Lafayette	Purchase the curriculum for two signature mission programs	\$1,105.00
Every Fifteen Minutes Program - Fountain County	Purchase make-up kits and t-shirts	\$645.00
Harrison Boiler Robotics	Purchase of 10 motors and 10 controllers	\$1,150.00
Sheltered Reality	New sound system for their "Steps to Success" program	\$1,299.96
Friends of the Newtown Park	Purchase a ZipKrooz play structure and wood fiber mulch	\$2,144.50
Heartford House, Inc.	Purchase tables, bins and cubbies to organize items for the remodel of the young child waiting room	\$744.00
Covington Nursery School	Purchase items for organization and toys for the children	\$400.00
Habitat for Humanity	Purchase 2 Kobalt 8V 21" lawnmowers to maintain lots	\$998.00
Attica Main Street	Purchase flags and decorations for the event	\$1,500.00
Darlington Conservation Club, Inc.	Purchase of the pump for new water well	\$1,500.00
LTHC Homeless Services	Purchase two TVs and mounts	\$616.76
Pam's Promise Transitional Housing	Purchase three laptop computers and printers	\$2,489.94
Boys & Girls Club of Montgomery County	Purchase one laptop	\$1,079.99
Montgomery County Cultural Foundation	Purchase stickers for sensory pathway project	\$1,000.00
Lafayette YMCA	Purchase craft supplies	\$1,881.77
Willstone Family Services	Purchase one laptop, dock and monitor for the therapist	\$1,603.90
Lew Wallace Study Preservation	Purchase a desktop computer and graphics tablet	\$1,527.79
North Montgomery HS Robotics	Purchase updated control and communications set, updated Rev Robotics Hub, REV FIRST Tech Challenge Competition Set	\$823.00
SURF	Purchase a laptop and a fax/copy machine	\$926.98
Town of New Richmond	Purchase swing set for park	\$5,577.00

## TOUCHSTONE ENERGY CAMP

[www.tipmont.org/tecamp](http://www.tipmont.org/tecamp)

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

### 2019 Touchstone Energy Camp Students

Hailey Smith

Kaelyn Brooks

Oliver Casas

Blake Thomas

Mohamed Chabih

Dallas Hoagland

Josef Goepfner

Nathan Stevenson

Cavin Selke

Ekaterina Zach

Dylan Thomas

Alexandra Waitkoff

Cole Gerlach

Jennille Caldwell

Lili Marcotte

Shaylee Maly

Chelsea Wagner

Abigail Seng

David Strong

Brynlee Wrede



# YOUTH

# YOUTH TOUR TO WASHINGTON D.C.

[tipmont.org/youthtour](http://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 learn firsthand about our nation's government and the role of democracy. They 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.

## 2019 Youth Tour Students

**Jessica Alfred**, Harrison

**Kaycee Baird**, Faith Christian

**Alex Brophy**, McCutcheon

**Cassidy Cain**, Harrison

**Aaron Carlson**, Carlson Academy

**Jaida Clark**, North Montgomery

**Journey Dale**, McCutcheon

**Zoe Edwards**, McCutcheon

**Shealeigh Galloway**, Harrison

**Ellen Laffoon**, North Montgomery

**William Mandeville**, Attica

**Garson Matney**, McCutcheon

**Jonah McCutcheon**,  
McCutcheon

**Courtney Miller**, Attica

**Mackenzie Nydegger**,  
McCutcheon

**Sophia Pogranichniy**,  
Harrison

**Dakota Summerfield**, Faith  
Christian

**Aaron Torres Gonzalez**,  
McCutcheon



**“It was such  
an amazing  
opportunity!”**

**ELLEN LAFFOON**

North Montgomery High  
School, Youth Tour 2019



# PROGRAMS

# Tipmont REMC Employee Roster

**Keith Axtell**  
Project Engineer

**Travis Bailey**  
Vice President,  
Information  
Technology

**Nicholas Barker**  
Journeyman Lineman

**Christopher  
Barsotti**  
Sales Account  
Manager

**Cindy Bass**  
Staff Accountant

**Christopher  
Blaisdell**  
System Engineering  
Manager

**Kevin Bonebrake**  
Working Foreman

**Luke Bontrager**  
Project Engineer

**Lucas Bouwkamp**  
Working Foreman

**Brian Brown**  
Journeyman Lineman

**Theresa Brown**  
Engineering Specialist

**James Caldwell**  
Meter Technician

**Kevin Carpenter**  
Energy Advisor

**Ed Center**  
Journeyman Lineman

**Adam Crabb**  
Journeyman Lineman

**Patrick Dowell**  
Meter Technician

**David Flint**  
Network Engineer

**Rob Ford**  
Communication  
Director

**Garret Foutch**  
Journeyman Lineman

**Chris Foxworthy**  
Journeyman Lineman

**AJ Greathouse**  
Technical Services  
Supervisor

**Katrina Gutwein**  
Member Service  
Representative

**Shelly Hall**  
Operations Analyst

**Jody Hamilton**  
External Affairs  
Director

**Matthew Hamstra**  
Controller

**Garrett Hanna**  
Project Engineer

**Melissa Harwood**  
Compensation and  
Benefits Specialist

**Samuel Headlee**  
Journeyman Lineman

**Mallory Herbert**  
Network Engineer

**Dalton Hilligoss**  
Apprentice Lineman

**Jacob Hinshaw**  
Fiber Technician  
Splicer

**Tristen Hoffman**  
Apprentice Lineman

**Ron Holcomb**  
President & CEO

**Belinda Huesman**  
Manager of Member  
Services

**Amy Hurt**  
Lead Member Services  
Representative

**Logan Isch**  
System Administrator

**Chad Jasheway**  
Journeyman Lineman

**Michael Jenkins**  
Procurement &  
Facilities Manager

**Clayton Jewell**  
Application Developer  
Data Base Admin

**Allen Jones**  
Manager Information  
Technology

**Chad Keller**  
Working Foreman

**Joe Kline**  
Manager, Project  
Engineering

**Matthew Knoth**  
Project Engineering  
Fiber Supervisor

**Tonya Knoth**  
Staff Accountant

**Jeremy Konkle**  
Chief Operating Officer

**Rich Kuhns**  
System Administrator

**Jim Lind**  
Project Engineer

**Troy Little**  
Installation Supervisor

**Chris Loffredo**  
Meter Technician

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

**Matt Lowe**  
Working Foreman

**Zachariah Lucas**

Project Engineer

**Dustin Manns**

Apprentice Lineman

**Douglas Martin**

Vice President,  
Finance and  
Administration

**Jarad McLeland**

Project Engineering  
Electric Supervisor

**Mark Mitchell**

Telecom Maintenance  
Technician & Installer

**Krista Monroe**

Engineering Specialist

**Jason Monroe**

Vice President,  
Sales & Business  
Development

**Heath Moore**

Telecom Maintenance  
Technician & Installer

**Jeff Morrison**

Journeyman Lineman

**Traci Mountcastle**

Member Service  
Representative

**Patrick Mowery**

Telecom Maintenance  
Technician & Installer

**Ben O'Leary**

NOC Support  
Technician

**Tolulope Omotoso**

Manager of Smart-  
Grid

**Robert Palmer**

Journeyman Lineman

**Melody Peacock**

Warehouseman

**Eric Peterson**

Critical Infrastructure  
Technician

**Erik Phillips**

Connection Specialist

**Jason Phillips**

Apprentice Lineman

**Jeff Pickard**

GIS Technician

**Anita Pike**

System Analyst

**Zebb Pippin**

Apprentice Lineman

**Justin Pitts**

Apprentice Lineman

**John Plahitko**

Supervisor Network  
Engineering/Network  
Architect

**Dylan Popp**

NOC Support  
Technician

**Scot Price**

Manager, Operations  
& Safety

**Matthew Priebe**

Right-of-Way  
Maintenance  
Coordinator

**Leanne Quinn**

Member Service  
Representative

**Corey Rhine**

Journeyman Lineman

**Josh Rice**

NOC Supervisor

**Jennifer Rufatto**

Chief Marketing Officer

**Andrew Saldana**

Network Engineer

**Debbie****Schavietello**

Director of Human  
Resources

**Trevor Scott**

NOC Support  
Technician

**Brad Shumaker**

NOC Support  
Technician

**Dustin Sieber**

Journeyman Lineman

**Mike Skvarek**

Network Engineer

**Colton Smith**

Staff Accountant

**Janet Smith**

Marketing Manager

**Jenny Smith**

Operations Analyst

**Stacy Sommer**

Communication  
Specialist

**Scott Spitznagle**

Journeyman Lineman

**Alexa Struss**

Marketing  
Communication  
Specialist

**Ryan Stuthers**

Distribution Engineer

**Eric Summerfield**

Right-of-Way  
Maintenance  
Coordinator

**Shawn Vessels**

Critical Infrastructure  
Manager

**Mike Wehr**

Telecommunication  
Engineer

**Jeff Wilcox**

Substation  
Maintenance  
Technician

**Doug Williams**

Substation  
Maintenance  
Technician

**Ron Williams**

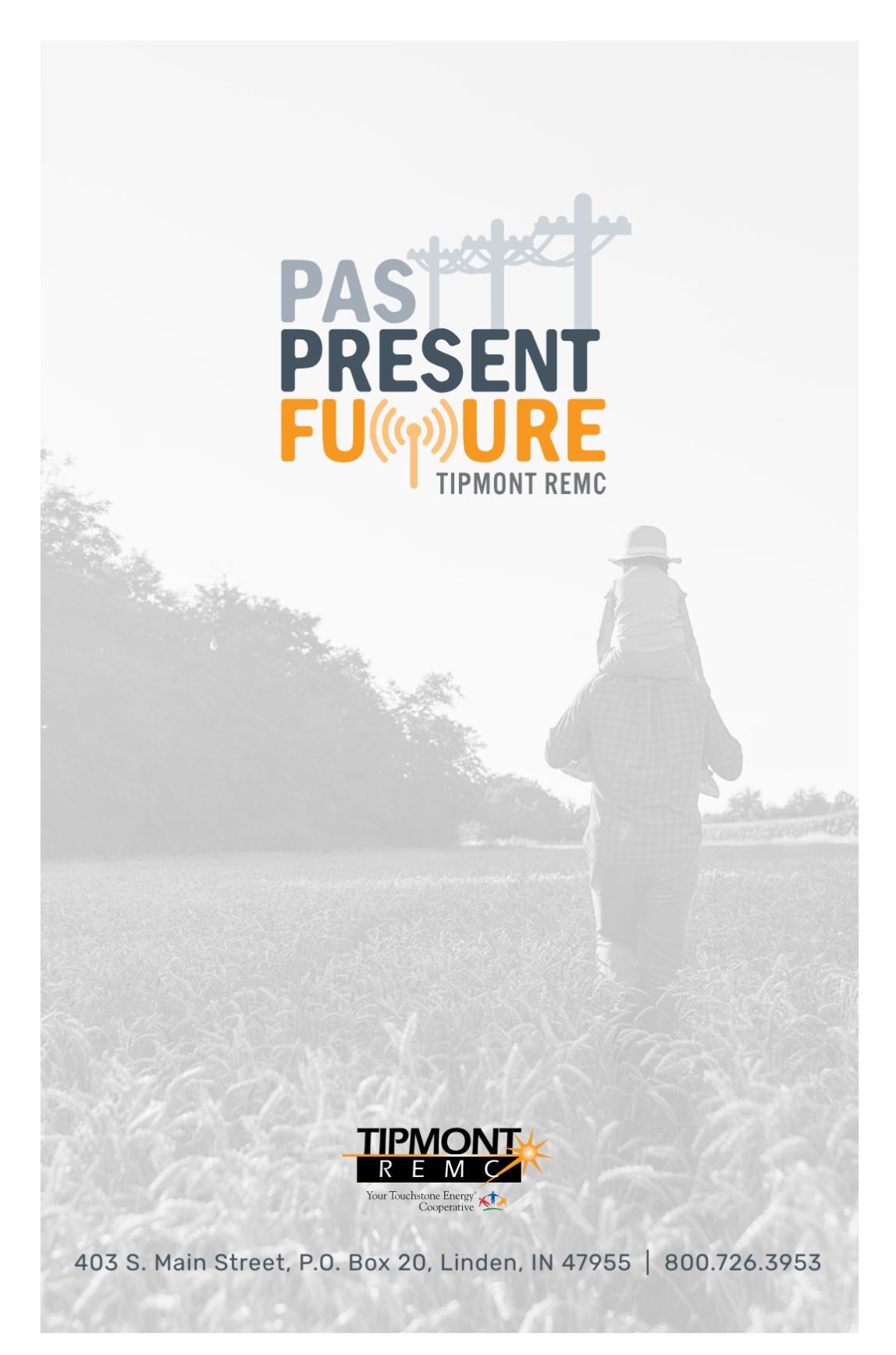
Network Engineer

**Derrick Wolfe**

Fiber Technician  
Splicer

**Bryan Wrede**

IT Supervisor



PAST  
PRESENT  
FUTURE  
TIPMONT REMC



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