

# FIGHTING FOR



**ANNUAL REPORT** 

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#### From the CEO

Amid a year of unprecedented disruption, Tipmont's delivery of critical infrastructure services became more important than ever.

We separated line crews, concentrating their work on outages and maintenance. Most office staff members worked remotely. Those who didn't maintained protective physical distance. We canceled mainstays like Youth Tour, Touchstone Energy Camp and our 2020 Annual Meeting.

These extraordinary times changed everyone's lives. I'm glad that all of us persevered with resolve and resiliency. It gives me deep pride in the people we serve and everyone at Tipmont, who fulfilled our promise to provide you with safe, affordable and reliable essential services.

#### **Financial Assistance**

Our board made a compassionate decision to not disconnect any Tipmont members with past-due amounts, instead offering individualized interestfree payment plans to those in need.

#### **Wintek Powered by Tipmont**

Our fiber internet build progressed on schedule, even accelerating as needs expanded. In October, we connected our 2000th customer. We also received over \$17 million in grant funding. Most important: Satisfaction with our service was very high among all customers. Meanwhile. Wintek Business Solutions continued serving many of our area's largest businesses, universities and governments. Learn more on pages 10 and 11.

#### **WiFi Hotspots**

Throughout 2020, we activated 13 free public WiFi hotspots to connect communities and create solutions for the challenges of remote learning. Learn more on page 11.

#### **Electric Reliability**

On August 10, 2020, severe storms caused over 10,000 homes to be out of power at one point – over 40% of Tipmont's total membership. Thanks to recent infrastructure investments, we switched power loads from other substations while awaiting repair of transmission and distribution lines. In the event of an outage, these investments are helping us get your power back faster.

#### **Energy Efficiency Programs**

Tipmont unveiled a new rebate for the Sense energy monitor, which helps you understand how each device in your home uses energy. Nearly 100 members also completed our free in-home energy assessment in 2020, identifying ways to save energy and money.

#### **Community Involvement**

Operation Round Up and EnviroWatts. our grant-giving programs, contributed a combined \$71,000+ to community non-profits. Learn more on pages 15-17.

#### **Jerry Peevler: 1949-2020**

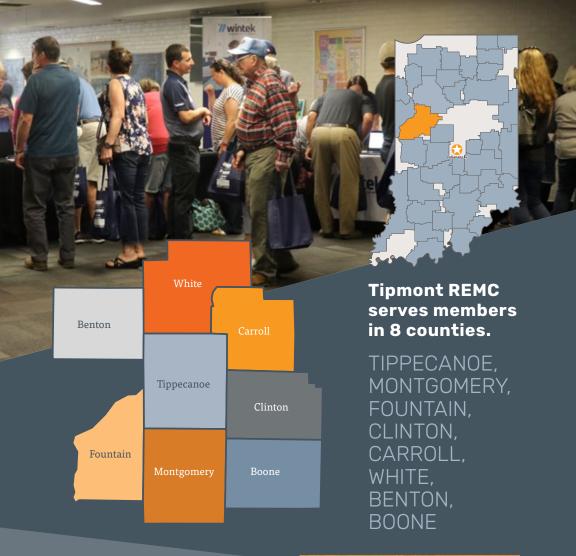
Our year ended on a note of sorrow with the passing of Jerry Peevler, who served on our board since 2007 - most recently as our chairman and Wabash Valley director. Jerry led with courage, vision, kindness and a deep commitment to Tipmont and the communities it serves.

Tipmont family when I say that we miss him tremendously.

#### **Ron Holcomb**

President & CEO





Tipmont has welcomed 1,859 new electric members since 2016.

The team at Tipmont is proud to be your essential service provider.



### **Board of Directors**



DISTRICT 1
Kirk
Alter



DISTRICT 2

Jan

Harlow



DISTRICT 3

Lynn

Beck



DISTRICT 4 **Brent Bible** 



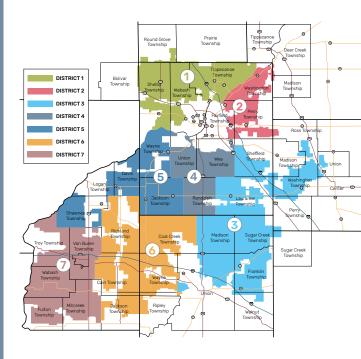
DISTRICT 5
Larry
Carlson



Wesley Stockdale



DISTRICT 7 **Robert Baker** 



As an electric cooperative, Tipmont is guided by a board of directors elected by our membership to represent their best interests when making important decisions.

The board's decisions affect issues such as service rates, rights-of-way, and work plans. This position holds significant responsibility and requires individuals who understand their communities' needs and serve the cooperative members' best interests.

Each director is elected to a three-year term. This year, we have elections in Districts 2, 5 and 7, as well as a rescheduled 2020 election in District 4. For candidate biographies, please see pages 6-9.

### **Director Elections**

Districts 2, 5 and 7 are up for election this year. This year also features a District 4 election rescheduled from 2020.

Flections in Districts 4 and 5 are uncontested.

For District 4, 5 and 7 candidate biographies, see pages 8 and 9.

#### District 2



#### Seth Bretscher

I am a fan of Tipmont and Wintek and consider our linemen to be "infrastructure

first responders." They do an amazing job of keeping our lights on and our internet connected with an appropriate balance of safety under often adverse circumstances. I think that what they do for our community is remarkable.

Why am I running for the District 2 seat on Tipmont REMC's Board of Directors? As a leadership and safety consultant with Caterpillar Safety Services, I work with good organizations to make them "great." I've worked with several utilities and conducted workshops sponsored by the National Rural Electric Cooperative Association, of which Tipmont is a member. I would bring a leadership-development and bottom-up safety culture approach to the Tipmont Board of Directors to move the organization from "good" to "great."

Before joining Caterpillar, I spent 30 years in the U.S. Air Force, deploying for the Gulf War, Bosnia twice and Afghanistan four times. I had four command tours, the largest being 660 airmen. I also was an Air Force safety professional. I'm a certified aircraft mishap investigator who has contributed to five mishap boards. I have a unique understanding of root cause analysis and I have also put proactive safety prevention measures in place

to enhance operational effectiveness. My wife, Janelle, moved to the community for my last Air Force assignment, commanding the Air Force Reserve Officers' Training Corps (ROTC) detachment at Purdue University from 2012 to

I'm excited about this opportunity and would be honored to represent you.



#### Michael Garner

A native of Huntingdon, Penn., I graduated from Ball State University with a bachelor's

degree in urban planning and from Syracuse University with an MBA. I worked as a regional planner in New York and later as a sales engineer for New York State Electric & Gas Corp (NYSEG), where I recruited 31 companies to relocate their operations to upstate New

In 2004, I retired from NYSEG, From 2006 to 2012, I volunteered for the Red Cross performing damage assessment for six disaster relief operations, including Hurricane Katrina. I am currently a volunteer for Faith Ministries in Lafayette, where I hold weekly sessions in the Northend Community Center (NCC) with local residents to resolve their financial problems.

I married my wife, Joan, in 1971, and she is now a retired RN. Our daughter, Jennifer, is a mechanical engineer who graduated from Purdue in 2000.

My goal, if elected to the Tipmont REMC Board of Directors, is to apply my business and sales experience to provide low-cost and reliable electric service to our members.



# Jan Harlow (Incumbent)

I became a resident of Tippecanoe County after meeting my husband while I was a student

at Purdue. Together, we moved to his family farm — where we raised our four children and where I still live and manage the farm.

During my two terms on the Tipmont Board of Directors, I earned Director Gold — the highest certification awarded through the National Rural Electric Cooperative Association (NRECA).

I first retired from the City of West Lafayette, where I served as the financial manager of the city's utility for 19 years. I then retired again from Huntington Bank, where I served for nine years as a customer service representative.

Following my retirement from Huntington Bank, I was elected State President of Indiana Extension Homemakers. For three years, I traveled the state of Indiana to connect with families and learn about their concerns, needs and goals while rearing their families. I also served on the Riley Children's Hospital Cheer Guild Board, the Tippecanoe County Extension Board, and my church administration board.

As the only woman to ever be elected to Tipmont's Board of Directors, I have learned so much from the six long-term, knowledgeable men with whom I serve. Their information and support have helped me in making some significant decisions during that time. My goal as your District 2 Director is to make certain we are providing the best, most cost-effective and essential services to our members. I look forward to the opportunity to continue to serve you.

# Tipmont Board Elections

Decisions made by Tipmont's Board of Directors affect service rates, rights-of-way, work plans and much more. These positions hold significant responsibility and require individuals who understand their communities' needs and serve the cooperative members' best interests. Each director is elected to a three-year term.

Any Tipmont member in good standing, and whose name is on their Tipmont account, is welcome to run for an open position on the board. Candidates must live within the district they seek to represent and are required to receive at least 25 signatures of current Tipmont members to qualify for a ballot. Election applications must be submitted no later than 85 days prior to the annual meeting.

At the 2022 Annual Meeting, Tipmont will hold Board of Directors elections for Districts 1, 3 and 6. (You'll find a District map on page 5.)

For more information on how to run for our Board of Directors, please call (800) 726-3953.

#### District 4 (RESCHEDULED FROM 2020)



#### **Brent Bible** (Incumbent)

Born and raised in southern Tippecanoe County, near Stockwell, I graduated as valedictorian of my 1992

McCutcheon High School class and, in 1998, earned a Purdue University B.S. in Agricultural Economics.

In 1995, I became a trooper with the Indiana State Police. During 12 years of active duty. I planned and coordinated for the Farm Progress Show, as well as a multitude of Indianapolis Motor Speedway sporting events, and worked alongside REMC employees in 2005 during Gulf Coast relief efforts in the aftermath of Hurricane Katrina.

My last charge with the Indiana State Police was as a captain in the Commercial Vehicle Enforcement Division, which oversees Indiana truck and bus safety issues. As the division's representative to the Indiana General Assembly on commercial vehicle issues, as well as a representative

to the Department of Transportation and the international Commercial Vehicle Safety Alliance, I helped craft legislation and policy aimed at enhancing highway safety.

In 2007, a previous trauma injury to both lower legs necessitated medical retirement. Since then, I have managed my family's farming operation in southern Tippecanoe and northern Montgomery counties. My wife, Stacy, is currently a pharmacist with the Kroger Company. We have a large family of pets and live south of Lafayette near the Tipmont REMC Pop Center Substation. We attend the Stockwell United Methodist Church, where I serve as the treasurer and building committee chairman. I am also a member of the Mulberry Masonic Lodge and a Purdue FarmHouse fraternity advisor.

As energy costs continue to outpace other inflationary factors, it is important that we maintain the structural integrity of our REMC, as this has proven to be a safe, effective, and efficient means of providing for the electrical needs of our community.

#### District 5



#### **Larry Carlson** (Incumbent)

I am a resident of Davis Township, Fountain County, who graduated from Purdue University in 1965 with a Bachelor of Science degree

majoring in chemistry and biology. After college, I returned to the family farm, where I reside today with my wife, Zoetta, a retired registered nurse. We are the parents of Jason and Amy, and we have three grandchildren.

Besides farming, I am a licensed real estate broker, former member of The Fountain Trust State Bank advisory board, and four-term trustee for Davis Township. I enjoy my grandchildren, Corvettes, fishing in Canada and representing you.

In 1973, I was elected to the Tipmont board. During my tenure, I have served six years as secretary-treasurer,

24 years as chairman and two years as vice-chairman. In 1985, I became a National Rural Electric Cooperative Association Credentialed Cooperative Director after successfully completing several courses. I received the Director Gold certificate and pin in 2016. From 1993 to 2008, I served as a director to the boards of North Central Data Cooperative in Bismarck, N.D., and its successor, the National Information Services Cooperative of St. Louis, Mo., Tipmont's software provider. I also served on the Financial Planning committee of Wabash Valley Power Alliance. In 2008, I was chosen by the Tipmont board to be a director on the Indiana Electric Cooperatives board, our statewide organization, where I served 10 years seven of which were on the seven-member executive committee.

My goals as a director have always been to represent members in ways that improve their lives by providing efficient, reliable and requested services at reasonable costs.

#### District 7



# Robert Baker (Incumbent)

I have been a member of the Tipmont board since 2003 and a past director representing Tipmont

on the Wabash Valley Power Alliance board for eight years. I am originally from Illinois. I have my bachelor's, master's and education specialist degrees from Eastern Illinois University. I also hold a doctorate in school administration.

Even though I was raised in Illinois, I moved to Indiana nearly 50 years ago to begin my career in public education. I first taught in Vermillion County for five years prior to accepting a teaching position in Fountain County. While with the Southeast Fountain schools, I taught fourth grade, followed by working as assistant principal, principal and, finally, district superintendent. After leaving Southeast Fountain, I finished my career in Vermilion County in Illinois, as the chief administrator for a special education cooperative and a vocational cooperative.

I am married with one granddaughter, and my son is deceased. My hobbies include a passion for horses and hunting. Since retirement, I have made many trips with my horse, Buddy, to various locations in the Rocky Mountains. I have ridden in every state from the Mexican border to the Canadian border.

I am very thankful that the membership has allowed me to represent them on the Tipmont board for these past 18 years. It is a fascinating and challenging position. I strongly believe that in the future, our members will see some dramatic changes in how we supply electric power. This is an exciting time to be involved with a provider of electric energy, and I strongly believe Tipmont is in a position to respond to these changes in a positive way for our members.



#### R.D. Hayman

I grew up in Veedersburg, Ind., and graduated from Fountain Central High School in 1992. Shortly after high school,

I joined my family's oil business and managed retail fuel accounts throughout Indiana. Since then, I have continued working in the fuel and oil industry, currently serving as an account manager for Newton Oil Company, based in Lafayette, Ind. In my Newton role, I continuously collaborate with my sales team and strive to be the best representative for my customer base throughout Indiana and Illinois.

I have been a Tipmont REMC member for about 23 years. I plan to apply my 29-plus years of sales and management experience to represent District 7, give back to my community and best serve a cooperative that has served me for decades. I intend to use my collaborative, problem-solving and interpersonal skills to thoroughly understand and address the ideas and concerns of Tipmont REMC members.

My wife, Audrey, is the director of Court Appointed Special Advocate services for Fountain and Warren counties. We have two adult children and enjoy spending as much time as possible with our family and friends. Outside of work, I have served on the advisory board for Wabash River Career and Technical Education's Automotive Technology, based in Covington, Ind., for 20 years.



#### Our second full year of delivering state-of-the-art fiber internet to co-op members' homes remained on schedule. We're on track to make broadband available to our entire electric membership by the end of 2024.

Thanks to grant funding, we've been able to hire more crews, work faster and connect people sooner. As you'll see in the Financial Health section (pages 12-13), our number of connections, revenue and net margins continue to outperform our initial business plan.\*

#### 2020 Fiber Build

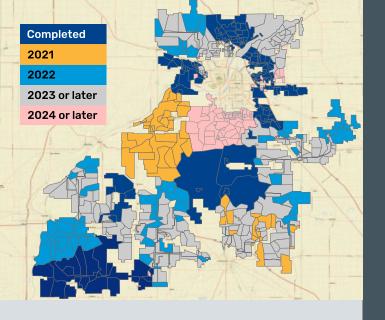
We completed the Lafayette and Monitor build areas in eastern Tippecanoe County during 2020 and started construction in our Yeddo build area in Fountain County - an area of historically inequitable access to fast and reliable internet. In November 2020, we announced our 2021 build plan to reach an additional 3.100 homes in our electric service area.

#### **Grant Funding**

A joint effort of legislators and leaders, Indiana's Next Level Connections (NLC) broadband grant program enables solutions that bring equity to rural Hoosiers' broadband speeds. Tipmont applauds the initiative and can-do Hoosier spirit of Indiana's governor, lieutenant governor, state senators and state representatives for establishing a program second to none in delivering necessary resources.

In September 2020, the state announced funding recipients for NLC's second phase. Tipmont received over \$16 million - more than any other applicant - for projects in our electric service areas. As the first entity to complete its grant-funded projects from the initial round of state funding in 2019, Tipmont proved to state officials that we will put these grant dollars to good use and connect our rural Hoosier communities.

Tipmont was also grateful to receive over \$1 million from the United States Department of Agriculture's ReConnect grant program that will help us connect even more homes faster.



#### **Our Community Stories**

Pivoting from our plans was a hallmark of 2020. Our Community Stories chronicles how Tipmont's fiber internet enhanced the ability of area farmers, entrepreneurs, communicators and more to carry on amid the disruption.

Learn more at ourcommunitystories.com.

#### **Streaming Made Simple**

Our blazing-fast internet will introduce you to an infinite number of streaming options for films, TV series and more. But it's hard to know where to begin. Tipmont partnered with MyBundle.TV to make it easy. You tell us what you like to watch, we suggest services that have what you want, and you start watching!

Learn more at **streaming.wintek.com**.

#### FREE COMMUNITY WIFI

In challenging times, internet service can reinforce essential ties to family, friends, work and school. That's why Tipmont deployed free public WiFi hotspots in Tippecanoe, Montgomery and Fountain counties in 2020 – free, fiberbased, 24/7 connections with a signal range of 100 feet from each site.

Along with supporting remote-learning activities of teachers, students and their families, these hotspots helped families and friends see each other on video chats while socially distanced. They also served as points to download films, streaming series or video games and discover new entertainment options.



For more information on our WiFi hotspots, including a current location map, visit tipmont.org/freewifi.



We're incredibly pleased to partner with Wintek powered by Tipmont to offer support for our students by helping make WiFi more accessible during remote student learning. The TSC is grateful to Tipmont REMC / Wintek for stepping forward in a time of crisis to help meet a significant school and community need.

**Dr. Scott Hanback**Superintendent
Tippecanoe School Corporation



# **Financial Health**

Kilowatt Hours Sold

#### 517 MILLION



from 528 million in 2019

Total Electric Margin

\$4,488,565



from \$3,948,444 in 2019

Average Cost per kWh

**12.69 CENTS** 



from 12.32 cents in 2019

Total Consolidated Margin

\$2,507,510



#### Broadband Highlights

Tipmont REMC remains on schedule to make inhome broadband access available to the entirety of its electric membership by the end of 2024. Thanks to grant funding, we've been able to hire more crews, work faster, and get people connected sooner.

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



TOTAL BROADBAND CONNECTIONS

ACTUAL 2020: 1,239 YEAR 2 PLAN: 1,171

TOTAL BROADBAND REVENUE

ACTUAL 2020: \$8,937,354 YEAR 2 PLAN: \$959,719

**NET MARGIN** 

**ACTUAL 2020:** \$(1,981,056) **YEAR 2 PLAN:** \$(3,193,765)

	2020 ELECTRIC	2020 BROADBAND	2019 ELECTRIC	2019 BROADBAND
Operating Revenue	\$66,205,857	\$8,937,354	\$65,632,651	\$7,399,229
Cost of Power/Goods Sold	\$40,290,948	\$1,888,960	\$41,916,018	\$2,010,873
Distribution Expense - Operations	\$3,514,911	\$1,812,991	\$3,191,086	\$1,112,529
Distribution Expense - Maintenance	\$2,692,679	\$312,022	\$2,693,768	\$101,716
Consumer Accounts	\$1,357,792	\$115,409	\$1,586,087	\$391,742
Administrative & General Expense	\$6,168,177	\$4,281,671	\$5,597,576	\$3,343,578
Depreciation Expense	\$5,296,179	\$2,461,313	\$4,949,205	\$1,939,078
Taxes	\$940,408	\$188,987	\$922,290	\$153,514
Deferred Taxes	N/A	\$(142,944)	N/A	\$(232,396)
Interest	\$3,590,235	N/A	\$3,420,091	N/A
Total Operating Expenses	\$63,851,328	\$10,918,409	\$64,276,121	\$8,820,635
Other Capital Credits & Patronage Dividends	\$2,038,242	N/A	\$2,475,577	N/A
Operating Margins	\$4,392,770	\$(1,981,056)	\$3,832,107	\$(1,421,406)
Non-Operating Margins	\$61,023	N/A	\$101,125	\$(56,353)
Income/Loss from Investments	\$34,772	N/A	\$15,212	N/A
Net Margins	\$4,488,565	\$(1,981,056)	\$3,948,444	\$(1,477,759)

The Financial Records of Tipmont REMC and subsidiary for the years ended 2020 and 2019 presented in this report were taken from financial statements audited by London Witte Group, LLC, Certified Public Accountants, Indianapolis, Indiana, which expressed its unqualified opinion on these statements in its report dated April 27, 2021. 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

<sup>\*\*</sup>Tipmont created its original broadband business plan prior to its 2019 acquisition of Wintek.

# Capital Credit Retirement



#### We're Proudly Not-For-Profit

When you signed up for service with Tipmont, you became a member of a not-for-profit electric cooperative. This means Tipmont does not keep any profits. Instead, any revenues left over after covering our operating expenses and saving for emergencies are allocated back to our members in what is known as capital credits.

Thanks to the efficient operations overseen by our Board of Directors, Tipmont can return these capital credits to our members — proof that we're good stewards of your money.

Tipmont's board of directors authorize retirement of capital credits when doing so is in the best interest of Tipmont's members. In 2020, Tipmont's board of directors voted to retire \$109,786 in estate capital credits to members.



To learn more and check out an FAQ, go online to **tipmont.org/capitalcredits**.

#### 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.



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



#### **EnviroWatts®**

#### tipmont.org/envirowatts

Adding one cent per kilowatt-hour to your monthly Tipmont electric bill – with a \$5 monthly maximum – supports local sustainability, renewable energy and environmental improvement.

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 2020, EnviroWatts contributed nearly \$35,000 to five local organizations.

Ivy Tech Energy Technology Program	Academic scholarships	\$10,000
YWCA Greater Lafayette	LED lighting for environmentally responsible energy use	\$9,610
Lafayette Tree Fund	Planting at least 200 trees each year in public spaces	\$10,000
Wabash River Enhancement Corporation	Rain barrels, barrel stands, diverters and educational signs	\$2,500
NICHES Frank and Ada Beineke Memorial Forest	Purchase and planting of trees and reforestation understory work	\$2,800

# LIVE-STREAMING SUPPORT

Support from family and friends is essential during landmark moments in life. At a time of physical distancing, Tipmont did its part to connect people during important celebrations – offering a live-stream of both North Montgomery High School's 2020 graduation and the livestock shows at the 2020 Tippecanoe County Fair.



# Community

# A Little Change Goes a Long Way in Operation Round Up

Thanks to the generosity of members like you, Tipmont grant programs are improving lives and communities.

Our grant-giving programs, Operation Round Up and EnviroWatts (see page 15), combined to contribute over \$71,000 to non-profits in our communities.

Operation Round Up rounds up your monthly Tipmont electric bill to the nearest dollar. In 2020, each member's tax-deductible average annual contribution of \$6 benefited 17 local not-for-profit efforts.



# tipmont.org/oru

# Operation Round Up

HAS CONTRIBUTED OVER **\$1.17 MILLION**IN GRANTS SINCE 1999



Haan Museum of Indiana Art	150-watt LED floodlights and mounts	\$1,165
Heart & Sole Corp	Baggies, wipes and sanitizers to clean and donate shoes	\$280
Gifts of Grace Adoption Support Center	Books	\$1,200
Food Finders Food Bank	Boxes for food distribution	\$2,595
Pam's Promise	Commercial washers and dryers for transitional housing	\$5,392
Museum at Prophetstown	Concrete blocks for a bunker	\$1,000
Team 3282 Robotics	Cricut machine to develop on-robot advertising	\$1,632
Matrix Lifeline Women's Counseling Services	Diapers, wipes and formula	\$2,500
Volunteers for Mental Health in Montgomery County	Donation storage shelves and containers	\$1,340
Franciscan Health Foundation	iPads to help COVID-19 patients see family	\$1,645
Mavericks Robotics Boosters	Items to create a pneumatic system, new motors and more	\$1,996
Child Evangelism Fellowship	Lesson kits	\$1,164
Hillsboro Volunteer Fire Department	Handheld and helmet lighting systems	\$2,585
Servants at Work	Materials to build an accessibility ramp	\$1,000
Friends of Fountain County Fairgrounds	Range and microwave	\$1,379
On Stage Foundation	Stage and outside maintenance items	\$4,097
Tippecanoe County Council on Aging	Updated computer electronics	\$1,967

# **Employee Roster**

Keith Axtell

Project Engineer

**Travis Bailey** 

Vice President of Information and Technology

Nicholas Barker

Christopher Barsotti

Sales Account Manager

Matt Bassett

Rodolfo Becerra

GIS Summer Intern

Christopher Blaisdell

System Engineer Manager

Kevin Bonebrake

Working Foreman

Luke Bontrager

Project Engineer

Lucas Bouwkamp

Working Foreman

**Brian Brown** 

Theresa Brown

**Engineering Specialist** 

**Andrew Buck** 

Telecom Maintenance Technician & Installer

Peter Burr

Connection Specialist

Josh Caldwell

Meterman

**Kevin Carpenter** 

Energy Advisor

**Edward Center** 

Journeyman Lineman

Adam Crabb

Mason Daugherty

Pre-Apprentice Lineman

**Patrick Dowell** 

Meterman

Janelle Dyer

**David Flint** 

Network Engineer

**Rob Ford** 

**Garret Foutch** 

**Christopher Foxworthy** 

Samuel Frost

System Administrator

**Joshua Germond** 

Project Engineer

A.J. Greathouse

Technical Services Supervisor

Katrina Gutwein

Member Services Representative

Michelle Hall

Operations Analyst

Mindi Hall

Sales Coordinator

Jody Hamilton

External Affairs Director

Matthew Hamstra

**Garrett Hanna** 

Melissa Harwood

Compensation and Benefits

Administrator

Samuel Headlee

Mallory Herbert

Network Engineer

**Dalton Hilligoss** 

Apprentice Lineman

**Jacob Hinshaw** 

Fiber Tech Splicer

Tristen Hoffman

Apprentice Lineman

Ron Holcomb

President & Chief Executive

Stacey Holton

Marketing Director

Angela Hudson

Member Services Representative

Belinda Huesman

Manager of Member Services

**Amy Hurt** 

Lead Member Services

Logan Isch

System Administrator

**Chad Jasheway** 

Journeyman Lineman

Michael Jenkins

Procurement and Facilities

Clayton Jewell Computer Programmer Analyst

Allen Jones

Manager of Information Technology

**Chad Keller** 

Working Foreman

Jacob Kieta

Network Engineer

Joseph Kline

Manager of Project Engineering

**Matthew Knoth** 

Project Engineer Fiber

Tonya Knoth

Staff Accountant

Jeremy Konkle

Chief Operating Officer

**Richard Kuhns** 

System Administrator

James Lind

Project Engineer

**Troy Little** 

Installation Supervisor

Christopher Loffredo

Meterman

Glenn Logan

Senior Project Engineer & Operations Supervisor

**Matthew Lowe** 

Journeyman Lineman / Working Foreman

Zachariah Lucas

Project Engineer

**Dustin Manns** 

Apprentice Lineman

**Douglas Martin** 

Vice President Finance & Administration

Connor McGhee

Pre-Apprentice Lineman

**Jarad McLeland** 

Project Engineer - Electric Supervisor

Mark Mitchell

Telecom Maintenance Technician & Installer

Jason Monroe

Vice President of Sales and Business Development

Krista Monroe

Engineering Specialist

**Heath Moore** 

Telecom Maintenance Technician & Installer

**Jeffery Morrison** 

Journeyman Linemar

Traci Mountcastle

Member Services Representative

**Patrick Mowery** 

Telecom Maintenance Technician & Installer

Benjamin O'Leary

NOC Support Technician

**Tolulope Omotoso** 

Manager of Smart-Grid

Melody Peacock

Warehouseman

**Eric Peterson** 

Critical Infrastructure Technician

Erik Phillips

Connection Specialist

**Jason Phillips** 

Apprentice Lineman

**Jeffrey Pickard**GIS Technician

**Aiden Pierce** 

Two-Man Construction Crew

Anita Pike

Systems Analyst

Zebbulin Pippin

Apprentice Lineman

John Plahitko

Supervisor Network Engineering and Network Architect

**Dylan Popp** 

NOC Support Technician

**Scot Price** 

Manager Operations and Safety

**Matthew Priebe** 

Right-of-Way Maintenance

Leanne Quinn

Member Services Representative

Corey Rhine

Journeyman Lineman

Joshua Rice

**NOC Supervisor** 

**Nick Rogers** 

Communication Manager

Levi Rudisel

Project Engineer

Jennifer Rufatto

Chief Marketing Officer

**Andrew Saldana** 

Network Engineer

**Trevor Scott** 

NOC Support Technician

**Bradley Shumaker** 

NOC Support Technician

**Dustin Sieber** 

Journeyman Lineman

**Colton Smith** 

Staff Accountant

**Jennifer Smith** 

Operations Analyst

**Stacy Sommer** 

Communication Specialist

Scott Spitznagle

Journeyman Linemar

Ryan Stuthers

Distribution Engineer

Eric Summerfield

Right-of-Way Maintenance Coordinator

**Shawn Vessels** 

Critical Infrastructure Manager

Michael Wehr

Telecommunication Engineer

Douglas Williams

Substation Maintenance

Technician

**Ronald Williams** 

Network Engineer

**John Winks** 

Two-Man Construction Crew Lead

**Derrick Wolfe** 

Fiber Tech Splicer

Bryan Wrede

IT Supervisor



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