

TIPMONT
REMC

wintek

We Make Each Other

BETTER



Our 2021 Community Day at Wea Park in Lafayette
#EmpoweringOurCommunities

2021 Annual Report



Apprentice Lineman **Dusty Manns**

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From the CEO

2021 found us returning to joyous activities, reconnecting with loved ones and reclaiming normalcy. In a year of transition, challenge and opportunity, Tipmont continued delivering and developing state-of-the-art solutions in essential services — a constant you could count on for security, comfort and convenience.

As we safely resumed everyday operations, we continued to fortify systems that distribute electricity to your homes and businesses. We connected more than 1,000 of you to the high-quality, fiber-optic Wintek internet your goals and dreams deserve. We created new partnerships in our communities and built upon existing ones.

We only achieved this thanks to your participation in the direction of your cooperative. I'm proud of our team's unrivaled dedication to serve you. I'm also proud of Tipmont members who capitalize on the cooperative advantage — making their voices heard to people who will listen and take beneficial action. We make each other better.

Fighting For Fair, Flexible Energy

Tipmont continued fighting to stabilize our rate for your power supply and improve our flexibility to meet your needs. That fight took us to Washington, D.C., in search of federal rulings on power supply contracts and potential exit fees. We do this in hopes of pursuing beneficial changes in the power market that will better serve you. (fightingforyou.tipmont.org).

Face-to-Face Once More

In-person interaction elevates our work as a cooperative. It was a thrill to return to Kilowatts & Brats events, county fairs, community events, sponsored activities, and our Annual Meeting (where our new drive-thru option was a hit).

Wintek Powered by Tipmont

Our fiber internet project remained on schedule. Bolstered by \$18 million in state and federal grant funding, we established connections in over half of our 19 total build areas. We also connected our 3,000th internet customer. Most important: Customer satisfaction with Wintek service remained very high. Our Net Promoter Score,

reflecting a customer's likelihood to recommend our service, hit a perfect 100 in 2021. Meanwhile, Wintek Business Solutions continued to serve area businesses of all sizes, as well as universities and governments. (Learn more on pages 8 and 9.)

Electric Reliability

Severe winter weather caused several extended outages, most notably a January 25 ice storm. I give heartfelt thanks to line crews, engineers and operations analysts who worked through that night. They always look out for you. So does our board of directors. Their continued priority on infrastructure improvement means if there is an outage, you will get your power restored faster.

Community Involvement

Tipmont sponsored a CoderDojos program to help students learn coding and concepts for manufacturing and career trades. We supported technology needs for a Boys & Girls Club of Lafayette after-school program to improve math and reading aptitude. Our employees spruced up Wea Park's sports fields during a Community Day. Operation Round Up and EnviroWatts®, our grant-giving programs, contributed nearly \$60,000 in donations to local non-profits. (Learn more on pages 16 and 17.)

Welcoming Wesley Stockdale

As we mourned the passing of board member Jerry Peevler, we welcomed Wesley Stockdale to represent Tipmont's sixth district. It has been an honor to work alongside Wesley as he represents members in Montgomery and Fountain counties.

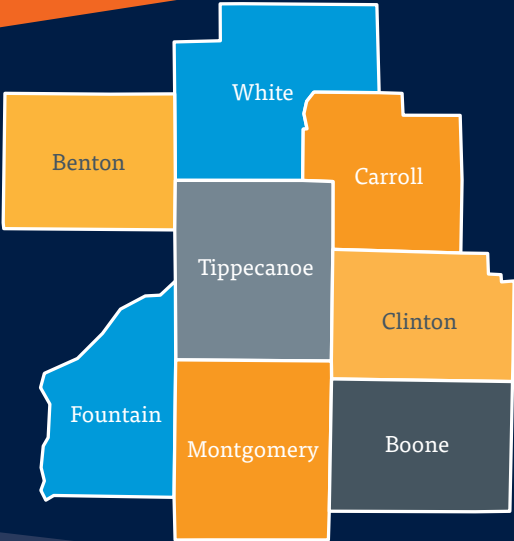
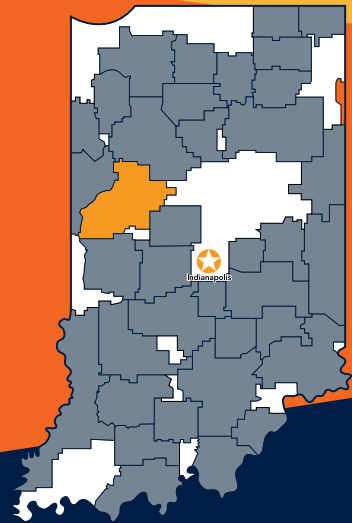
Ron Holcomb
President & CEO



Membership Stats

Incorporated on May 10, 1939, and headquartered in Linden, Ind., Tipmont REMC is a rural electric cooperative providing essential services (fiber internet and electricity) to members in eight counties surrounding Lafayette and Crawfordsville, Ind.

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



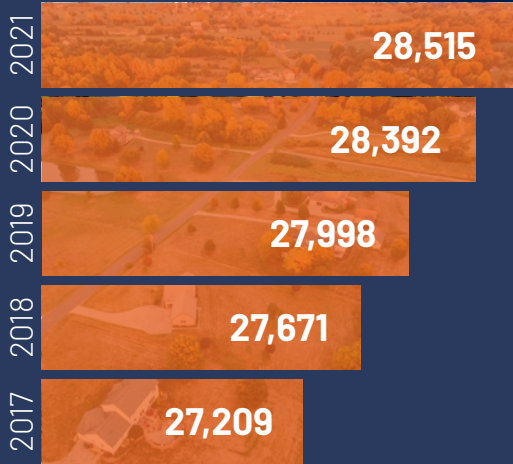
Number of Members
24,872

Number of Meters*
28,515

Miles of Electric Line
2,779

Miles of Fiber Line
3,118

Tipmont has connected **1,306** new electric meters since 2017.



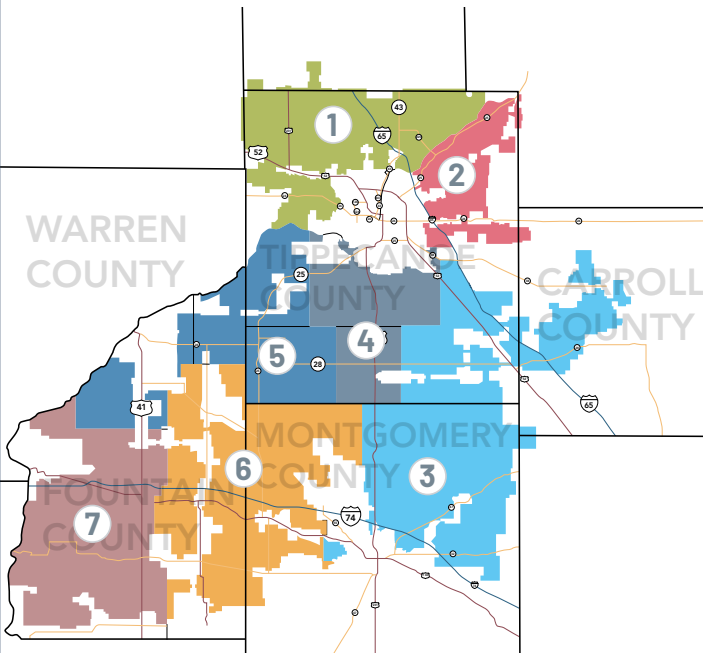
**Some memberships have more than one meter, such as a grain bin.*

Board of Directors

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 1, 3 and 6. For candidate biographies, please see pages 6 and 7.



DISTRICT 1
**Kirk
Alter**



DISTRICT 2
**Jan
Harlow**



DISTRICT 3
**Lynn
Beck**



DISTRICT 4
**Brent
Bible**



DISTRICT 5
**Larry
Carlson**



DISTRICT 6
**Wesley
Stockdale**



DISTRICT 7
**Robert
Baker**

Meet Your Board Candidates

DISTRICT 1



Kirk Alter

(Unopposed)

I am honored to represent my fellow members and neighbors. During

my tenure on the Tipton REMC board, the service area has continued to grow as the board has pursued purchasing power at lower, market-driven costs, studied the path to providing in-home fiber broadband, acquired premier local broadband company Wintek, and accelerated our timeline for building better internet.

As Tipton continues to evolve and expand with new business, I know fiscal oversight and responsibility is a key priority. To monitor and steer this growth requires close attention and constant evaluation. As the board secretary / treasurer, I apply my business experience and financial-analysis skills to ensure Tipton's investments serve members' long-term financial interests.

One of our major initiatives is to ensure flexibility in power supply options. The board continues to work diligently and carefully to pursue this, and it will take close attention to detail to achieve the goal of ensuring members have access to new power supply technologies and markets. I'm heavily engaged in this pursuit and committed to achieving a positive outcome for Tipton and its members.

I have obtained Certified Co-Op Director (CCD) and Board Leadership Certification

(BLC) status from the National Rural Electric Cooperative Association as a member of Tipton's board. I continue to work at Purdue as a professor in the School of Construction Management and as an industry consultant to the construction industry. While all of our children are grown and have left the nest, my wife and I are thrilled to be grandparents.

DISTRICT 3



Lynn Beck

(Unopposed)

I was born in Columbus, Ind., and have been an Indiana resident all of my

life. I graduated from Franklin Community High School in 1976 and then attended the University of Indianapolis, where I graduated with a Bachelor of Science degree in Business Administration.

I was a banker for 11 years and moved to Lafayette, Ind., in 1989 to begin a career with IBM — where I was employed as a sales representative in the Systems and Technology Group for 23 years until I retired in July 2013.

My wife, Debbie, is a retired nurse from IU Health in Lafayette. We have three children and 10 grandchildren, and we attend the Stockwell United Methodist Church.

My tenure on the Tipton REMC Board of Directors has afforded me the opportunity to earn Director Gold status, the highest certification awarded by the National Rural Electric Cooperative Association. I also

represent Tipmont REMC on the board of directors for Indiana Electric Cooperatives — an organization supporting the operation of Indiana's 38 rural electric cooperatives.

My goal is to continue to provide the members of Tipmont with the safest, most reliable essential services at the lowest cost and to maintain the values upon which the cooperative was founded.

DISTRICT 6



Wesley Stockdale
(Unopposed)

I am the owner and operator of Stockdale Farms in central and southern Fountain County. Previously, I served as a member and past chairman of the Fountain County Soil and Water Conservation District for 18 years, where I represented the district at regional and state levels to help maintain and shape conservation practices and policies.

Born and raised in Fountain County, I've been married to my wife, Sara, for more than 30 years, and we have two children: daughter Jamie (deceased) and son Jake. Sara and Jake are collaborative partners with me on our family farm. I graduated from Fountain Central High School in 1982 and from Blackhawk College in 1984 with a degree in agriculture. I also attended Purdue University. My family are members of the Sterling Christian Church in Veedersburg and reside southwest of Hillsboro.

Since joining the board in 2020, I have been a liaison between the board and cooperative members within my district — evolving services that are cost-effective to all and addressing concerns within my district that cooperative members bring forth.

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 reside 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 2023 Annual Meeting, Tipmont will hold a Board of Directors election for District 4. (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.



Wintek has been really helpful since I work from home. The speed is phenomenal! Since getting Wintek, we have not had any downtime or slowness with the internet connection.

Dane M.
Kingman

Fiber Internet

Fiber Internet

We maintained our blazing-fast pace to build blazing-fast Wintek fiber-optic internet to our membership. Everyone in our electric service territory is on track to have broadband access by the end of 2024.

Grant Funding

In 2020, Tipmont received the most funds of any Round 2 applicant in Indiana's Next Level Connections (NLC) program. This broadband grant program enables equitable solutions for rural Hoosiers' broadband access. As reflected in 2021's build progress, we continued to put these grant dollars to good use and connect rural Hoosiers.

For the third full year of our fiber build, grant funding helped us hire more crews, work faster and connect people sooner. The Financial Health section (pages 10-11) indicates that our performance continues to outperform our initial business plan.

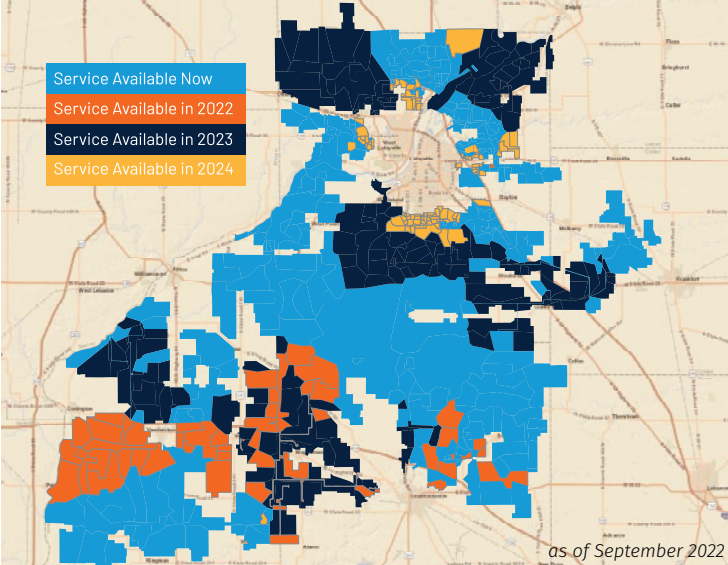
We applaud the initiative and can-do spirit of Indiana's governor, lieutenant governor, state senators and state representatives to establish an outstanding program that delivers necessary resources.



2021 Fiber Build

We completed grant-funded connections in 10 build areas — more than half of our 19 overall. The largest were Yeddo (1,206 passings) in Fountain County and Roberts (813 passings) in rural Tippecanoe County. We also completed grant-funded connections in our Wea, Hillsboro, Darlington, Cherry Grove and Clarks Hill build areas. Additionally, we opened our Monitor area for service in early 2021 and began construction in our Manson area in fall 2021.

In all, we brought fast, reliable and affordable high-speed broadband to more than 4,600 new addresses in our service area. In late 2021, we announced our 2022 build plan to reach an additional 1,250 homes.



Internet Connectivity Program

Wintek Powered by Tipmont also became a participating provider in the Indiana Connectivity Program, a new State of Indiana initiative. In this program, qualifying Hoosier residents and businesses can apply for connection to more reliable broadband, which could include high-speed fiber-to-the-home broadband from Wintek.

▶ Learn more at in.gov/ocra/broadband/icp.

Streaming Made Simple

Our high-speed internet will introduce you to an abundance of streaming options for films, TV shows and more. But knowing where to begin can be difficult. Tipmont's partnership with MyBundle.TV makes it easy. You tell us what you like to watch, we suggest services that have what you want, and you subscribe to them and start watching!

▶ Learn more at streaming.wintek.com.

Wintek brought fast, reliable and affordable high-speed broadband to **more than 4,600 new addresses** in our electric service area.

FREE COMMUNITY WIFI

Even as classrooms and businesses continued to reopen, it was essential to help communities reinforce ties to family, friends, work and school. This is why Tipmont continued to add free public WiFi hotspots in 2021 – free, fiber-based, 24/7 connections with a signal range of 100 feet from each site.

Thanks to a joint effort with the Tippecanoe County Commissioners and the Tippecanoe School Corporation (TSC), we added hotspots at Point West Mobile Home Park, Maples Mobile Home Park and Buck Creek United Methodist Church in 2021. TSC identified these locations as areas where students had difficulty accessing high-speed internet. Funding came through a grant that county commissioners received from Indiana's Office of Community and Rural Affairs (OCRA).



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

The warmth, humility and passion is totally different than other large corporations I have worked with. It's like talking to family, real people. They are all caring.

Ed B.
Linden

Financial Health

Kilowatt Hours Sold

547 MILLION



from 517 million in 2020

Total Electric Margin

\$4,749,192



from \$4,488,565 in 2020

Average Cost per kWh

12.72 CENTS



from 12.69 cents in 2020

Total Consolidated Margin

\$3,190,762

CAPITAL CREDITS

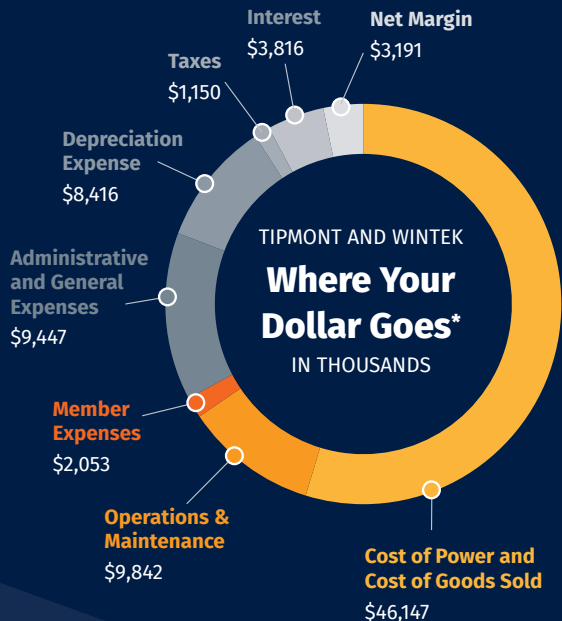
As a non-profit cooperative, Tipmont REMC allocates back to our members any revenues left over after covering our operating expenses and saving for emergencies. These allocations are called capital credits.

At the end of each year, Tipmont's board of directors reviews the retirement of capital credits when doing so is in the best interest of Tipmont's members. Responsible stewardship of your money is a top priority for our member-owned co-op.

Due to the financial uncertainty surrounding the coronavirus pandemic, Tipmont's board of directors elected to forgo capital credit retirements in 2021. Tipmont did continue providing estate retirements to members' selected beneficiaries.



Learn more at
tipmont.org/capitalcredits.



*Numbers include both the electric and broadband operating divisions of Tipmont.

AHEAD OF SCHEDULE

Tipmont Wintek is ahead of schedule to make in-home broadband access available to the entirety of its electric membership by the end of 2024. Thanks to the 2019 Wintek acquisition and ongoing grant funding, we’ve been able to hire more crews and get people connected sooner.

Our number of connections, revenue and net margins continue to outperform the original business plan.* We now estimate that our broadband division will be profitable in fiscal year 2024, four years ahead of the original business plan.



TOTAL BROADBAND CONNECTIONS	ACTUAL 2021: 3,654 YEAR 3 PLAN: 3,439
TOTAL BROADBAND REVENUE	ACTUAL 2021: \$10,969,146 YEAR 3 PLAN: \$4,016,038
NET MARGIN	ACTUAL 2021: \$(1,558,430) YEAR 3 PLAN: \$(2,988,540)

	2021 ELECTRIC	2021 BROADBAND	2020 ELECTRIC	2020 BROADBAND
Operating Revenue	\$70,371,717	\$10,969,146	\$66,205,857	\$8,937,354
Cost of Power/Goods Sold	\$43,446,078	\$2,700,809	\$40,290,948	\$1,888,960
Distribution Expense - Operations	\$3,764,534	\$3,282,099	\$3,514,911	\$1,812,991
Distribution Expense - Maintenance	\$2,124,686	\$670,862	\$2,692,679	\$312,022
Consumer Accounts	\$1,830,525	\$222,030	\$1,357,792	\$115,409
Administrative & General Expense	\$6,606,539	\$2,840,213	\$6,168,177	\$4,281,671
Depreciation Expense	\$5,717,188	\$2,698,457	\$5,296,179	\$2,461,313
Taxes	\$1,037,390	\$227,305	\$940,408	\$188,987
Deferred Taxes	N/A	\$(114,198)	N/A	\$(142,944)
Interest	\$3,816,416	N/A	\$3,590,235	N/A
Total Operating Expenses	\$68,343,356	\$12,527,577	\$63,851,329	\$10,918,409
Other Capital Credits & Patronage Dividends	\$1,146,286	N/A	\$2,038,242	N/A
Operating Margins	\$3,174,647	\$(1,558,430)	\$4,392,770	\$(1,981,056)
Non-Operating Margins	\$1,535,943	N/A	\$61,023	N/A
Income/Loss from Investments	\$38,603	N/A	\$34,772	N/A
Net Margins	\$4,749,192	\$(1,558,430)	\$4,488,565	\$(1,981,056)

The Financial Records of Tipmont REMC and subsidiary for the years ended 2021 and 2020 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 21, 2022. 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

*Tipmont created its original broadband business plan prior to its 2019 acquisition of Wintek.

WHAT IS AN ESG REPORT?

Common among civic-minded companies, an ESG report discloses activities in environmental, social and governance (ESG) areas. At its core, Tipmont's ESG report addresses three questions:

- How is Tipmont a steward of the environment?
- In what ways does Tipmont improve lives and communities?
- How does Tipmont's governance structure ensure ethical leadership?

The results reflect Tipmont's core concern for community, one of seven cooperative principles by which Tipmont abides (tipmont.org/principles). This report illustrates how Tipmont embodies and expresses these principles, with examples of initiatives and programs that improve and inspire our communities.

Tipmont ESG Report

ENVIRONMENTAL STEWARDSHIP

Distributed Energy Resources (DERs)

Tipmont looks forward to evolving and expanding its use of distributed energy resources (DERs). As we move forward, two principles are paramount – member feedback to gauge decisions and flexibility to meet members' current and future needs. (tipmont.org/saveenergy)

Energy Efficiency

Free in-home energy assessments are available for Tipmont members. Performed by a certified energy advisor, it's an easy way to measure energy efficiency and lower use, which can ultimately lower energy bills. In 2021, 148 members used this service. (tipmont.org/hea)

Community Solar

Tipmont was Indiana's first co-op to offer its members clean, renewable and environmentally responsible energy without buying a solar array. Members can buy energy from up to 10 solar panels at our 240-panel array in Linden (with annual usage caps). At less than \$5 a month, it's an inexpensive investment in sustainability. (tipmont.org/solar)

Tree Trimming

As Tipmont deems it necessary for safety purposes, trees and vegetation are controlled or removed. We contract with local professionals aligned with global standards to preserve tree health and longevity.



Tree Line USA

Since 2016, Tipmont has earned Tree Line USA membership. This national program recognizes utilities for best practices to protect and preserve America’s urban forests. Tipmont is one of only six Indiana utilities to receive this honor, as well as the state’s first and only co-op. (arborday.org/TreeLineUSA)

EnviroWatts

Tipmont members can add one cent per kilowatt-hour to their monthly Tipmont electric bill and fund local efforts toward sustainability, renewable energy and environmental improvement. Learn more on page 16. (tipmont.org/envirowatts)

Tipmont Core Values





Vice President, Sales & Business Development **Jason Monroe**



Wintek's Halloween Hangout entertained members of all ages.



Communication Director **Rob Ford** and Member Service Representative **Janelle Dyer** at the New Richmond Fireworks

SOCIAL IMPROVEMENT

Youth Programs

Each summer, Tipmont sponsors upcoming high school seniors to experience the Indiana Youth Tour — a life-changing, educational trip to Gettysburg and Washington, D.C. (tipmont.org/youthtour).

Camp Kilowatt gives students entering seventh grade a unique annual summer-camp experience that mixes outdoor fun with environmental, electrical and business education. (tipmont.org/campkilowatt)

Tipmont sponsors and participates in Lafayette's Next Generation Workforce Expo and its Construction Career & Education (C2E) Expo. Our professionals help young people channel scientific passion into career paths — discussing manufacturing, engineering, construction or cybersecurity careers in broadband and energy.

Industry Apprenticeships

Tipmont's leadership team offers practical feedback on curriculum to Ivy Tech Community College instructors in Information Technology. In return, we gain access to bright, motivated students whose talent we develop — several of whom are now integral members of our broadband team.

Economic Development

A 2018 Purdue University study found a \$4 return for every \$1 invested in fiber-optic broadband technology — through tax revenue, telemedicine, K-12 and adult education, consumer savings, farm income, and multiplier impacts. That's a 400% return for communities where Tipmont is building fiber.

Broadband Grants

Tipmont's fiber build has received \$17 million through state and federal grants. Go back to that \$1 investment. About 20 cents of each dollar in Tipmont's fiber build comes from taxpayer-funded grants. Taxpayers are contributing 20 cents and getting \$4 back — a 20 to 1 return that benefits communities.

Employee Safety

The safety and well-being of our employees is of utmost importance. Our Safety Committee reviews policies, ensures best practices and promotes organization-wide education in monthly employee quizzes.

Cybersecurity

Tipmont protects its electric and fiber broadband networks through in-house supervision, separate systems, strategic points of entry, firewalls, activity monitors, and much more.

Member Satisfaction

In December 2021, Tipmont achieved an all-time high score of 85 on the American Customer Satisfaction Index, a national benchmark assessing customers' feelings about services. That's 15 points above most other electric utilities and 21 points above most internet service providers. Our Net Promoter Score, reflecting a customer's likelihood to recommend our service, also hit a perfect 100 in 2021.

GOVERNANCE STRUCTURE

The Cooperative Model

Members of an electric cooperative are the ones who own it. They annually elect fellow members to represent them on a board of directors and receive returns on margins, as applicable, in the form of capital credits.

(tipmont.org/coopmodel)

State and National Affiliations

Tipmont is a member of both Indiana Electric Cooperatives (IEC) and the National Rural Electric Cooperative Association (NRECA). IEC supports the safe, efficient and legal operation of Indiana's 38 rural electric cooperatives. At the national level, NRECA provides services to more than 900 member-owned electric cooperatives.

(indianaec.org, electric.coop)

Board of Directors

Tipmont REMC is governed by a board of seven member-elected directors, one from each Tipmont district. Each director is elected to a three-year term. The NRECA recognizes all seven Tipmont board members as Credentialed Cooperative Directors with comprehensive awareness and skills in director duties, electric business, board operations and processes, strategic planning, and financial decision-making. A majority also hold Director Gold status, NRECA's highest director credential. This reflects a continuous cycle of courses, forums and seminars to further advance co-op members' best interests.

(tipmont.org/board)

Governance Structure

Tipmont's seven-member Board of Directors oversees our President and CEO. In turn, the President / CEO oversees a Leadership Team comprised of a Chief Operating Officer, Vice President – Finance and Administration, and Chief Marketing Officer. Among others, an Executive Leadership Team that spans several departments reports to that Leadership Team. Beyond that, Tipmont provides regular training and support for its SUP Group, which consists of departmental supervisors and seasoned professionals.

Financial Audit

Each year, Tipmont undertakes a comprehensive financial audit. An independent third party conducts the audit in conjunction with the Board of Directors' treasurer and Tipmont's Vice President – Finance and Administration. (Learn more on pages 10-11.)

Kilowatts & Brats

Tipmont prioritizes regular member feedback to guide its efforts. Each year, Tipmont hosts free dinner events in each of the three foundational counties it serves (Tippecanoe, Montgomery, Fountain), featuring an interactive Q&A with our President & CEO and other key employees.



Wintek staff and community leaders celebrated two new free public WiFi hotspots with a ribbon cutting.



EnviroWatts funded scholarships for Ivy Tech's Energy Technology Program in Lafayette.

EnviroWatts has contributed over

\$870,000

in environmental grants since 2003.

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 2021, EnviroWatts® contributed more than \$30,000 to five local organizations.

Adopt a Storm Drain	Program to ensure cleaner watershed / healthier Sugar Creek	\$3,650.00
Food Finders Food Bank	Solar lighting for environmentally responsible energy use	\$3,310.00
Ivy Tech Energy Technology Program	Academic scholarships	\$10,000.00
NICHES Land Trust	Electric tools and accessories to responsibly manage 3,600 acres	\$4,587.95
Tree Lafayette	Responsible planting of trees throughout the city of Lafayette	\$10,000.00

ENROLL TODAY!
tipmont.org/envirowatts

Operation Round Up

A LITTLE CHANGE GOES A LONG WAY

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 16), combined to contribute over \$58,000 to non-profits in our communities.

Operation Round Up rounds up your monthly Tipmont electric bill to the nearest dollar. In 2021, each member's tax-deductible average annual contribution of \$6 benefited 15 local not-for-profit efforts.

**OPERATION ROUND UP HAS CONTRIBUTED
NEARLY \$1.2 MILLION IN GRANTS SINCE 1999.**

ENROLL TODAY!
tipmont.org/oru

Building Essential Skills Together	Food truck equipment to support teen / adult employment	\$3,349.00
Coal Creek Volunteer Fire	New radio communication equipment	\$2,061.00
Duncan Hall	Upgraded speakers to improve historic venue acoustics	\$658.00
Fountain County Art Council	Lumber to repair floor of Indiana's oldest covered bridge	\$3,900.00
Friends of BSA Troop 310, Inc.	Boy Scouts of America cooking, camping, hiking equipment	\$1,000.00
Friendship House	Electric pianos to improve elderly residents' quality of life	\$1,799.98
Heartland House Child Advocacy Center	Vinyl love seat for teen-client waiting room	\$1,325.00
Hillsboro Volunteer Fire Department	New radio for communications / ground operations	\$2,363.20
LTHC Homeless Services	Work-appropriate boots and shoes for Employee Services Program	\$719.40
Millie's Mission	Shopping carts for use in thrift shop	\$2,099.80
Montgomery County Youth Services Bureau	School supplies for children in need	\$1,146.00
SURF Addiction Recovery / Resource Center	Vinyl siding to update the center	\$2,975.81
Team 8232 Robotics	Materials for all-girls robotics team for 2022 season	\$2,385.42
WeeSpeak Kids, Inc.	Riding equipment for horse-riding program	\$1,628.27
Women's Resource Center	Diapers, wipes and formula for young children	\$2,009.00

Employee Roster

Keith Axtell

Fiber Project Engineer

Travis Bailey

Vice President,
Technology Innovation

Nick Barker

Journeyman Lineman

Chris Barsotti

Sales Account Manager

Matt Bassett

Journeyman Lineman

Christopher Blaisdell

System Engineering Manager

Kevin Bonebrake

Working Foreman

Luke Bontrager

Project Engineer

Noah Boswell

Network Operation Center
Support Technician

Bo Bouwkamp

Working Foreman

Brian Brown

Journeyman Lineman

Theresa Brown

Engineering Specialist

Andy Buck

Telecom Maintenance
Technician and Installer

Peter Burr

Electrical Project Engineer

Josh Caldwell

Meterman

Kevin Carpenter

Energy Advisor

Ed Center

Journeyman Lineman

Adam Crabb

Journeyman Lineman

Felicia Dale

Program and Event Coordinator

Mason Daugherty

Apprentice Lineman

Patrick Dowell

Meterman

Janelle Dyer

Member Services Representative

Trent Fletcher

Project Management Specialist

David Flint

Network Engineer

Rob Ford

Communication Director

Garret Foutch

Journeyman Lineman

Chris Foxworthy

Journeyman Lineman

Kyler Garrett

Network Operation Center
Support Technician

Joshua Germond

Electrical Project Engineer

A.J. Greathouse

Technical Services Supervisor

Christian Guimond

Two-Man Crew

Katrina Gutwein

Member Services Representative

Mindi Hall

Sales Coordinator

Shelly Hall

Operations Analyst

Jody Hamilton

External Affairs Director

Matt Hamstra

Controller

Melissa Harwood

HR Manager

Devin Head

Two-Man Crew Lead

Mallory Herbert

Network Engineer

Dalton Hilligoss

Apprentice Lineman

Jacob Hinshaw

Fiber Tech Splicer

Tristen Hoffman

Apprentice Lineman

Ron Holcomb

President & CEO

Stacey Holton

Marketing Director

Angela Hudson

Member Services
Representative

Belinda Huesman

Manager of Member Services

Amy Hurt

Member Services Supervisor

Logan Isch

System Administrator

Mike Jenkins

Procurement and
Facilities Manager

Clayton Jewell

Application Developer /
Data Base Admin

Chad Keller

Working Foreman

Daniel Kern

Telecommunications
Engineer Technician

Jacob Kieta

Network Engineer

Joe Kline

Director of Outside Plant

Matt Knoth

Project Engineer -
Fiber Supervisor

Tonya Knoth
Staff Accountant

Jeremy Konkle
Chief Operating Officer

Rich Kuhns
System Administrator

Troy Little
Installation Supervisor - Fiber

Chris Loffredo
Meterman

Glenn Logan
Senior Project Engineer
and Operations Supervisor

Matt Lowe
Working Foreman

Zach Lucas
Fiber Project Engineer

Bobby Manion
Engineering Specialist

Dustin Manns
Apprentice Lineman

Doug Martin
Vice President, Finance
and Administration

Connor McGhee
Apprentice Lineman

Jarad McLeland
Project Engineer -
Electric Supervisor

Mark Mitchell
Telecom Maintenance
Technician and Installer

Jason Monroe
Vice President, Sales and
Business Development

Krista Monroe
Operations Analyst Supervisor

Heath Moore
Telecom Maintenance
Technician and Installer

Temo Morales
Marketing and Design Specialist

Jeff Morrison
Journeyman Lineman

Traci Mountcastle
Member Services
Representative

Patrick Mowery
Telecom Maintenance
Technician and Installer

Ben O'Leary
Network Operation Center
Shift Supervisor

Melody Peacock
Warehouseman

Eric Peterson
Critical Infrastructure
Technician

Erik Phillips
Connection Specialist

Jason Phillips
Apprentice Lineman

Jeff Pickard
GIS Technician

Aiden Pierce
Two-Man Crew

Anita Pike
Systems Analyst

Zebb Pippin
Apprentice Lineman

John Plahitko
Supervisor Network Engineering
and Network Architect

Dylan Popp
Network Engineer

Scot Price
Manager, Operations and Safety

Matt Priebe
Right-of-Way Maintenance
Coordinator

Leanne Quinn
Member Services
Representative

Josh Rice
Network Operation Center
Supervisor

Nick Rogers
Communication Manager

Levi Rudisel
Electrical Project Engineer

Jennifer Rufatto
Chief Marketing Officer

Teagan Schroeder
Distribution Engineer

Trevor Scott
Network Operation Center
Support Technician

Dustin Sieber
Journeyman Lineman

Colton Smith
Staff Accountant

Jenny Smith
Operations Analyst

Scott Spitznagle
Journeyman Lineman

Aaron Steiner
Computer Programmer Analyst

Chase Stewart
Network Operation Center
Support Technician

Ryan Stuthers
Lead Distribution Engineer

Eric Summerfield
Right-of-Way Maintenance
Coordinator

Nick Thompson
System Administrator

Shawn Vessels
Building Supervisor

Mike Wehr
Lead Telecommunication
Engineer

Doug Williams
Substation Maintenance
Technician

Ron Williams
Network Engineer

John Winks
Two-Man Crew Lead

Derrick Wolfe
Fiber Tech Splicer

Bryan Wrede
Manager, IT Services



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