



energizing change

LEADING THE WAY TO ENERGY TRANSFORMATION

2023 ANNUAL REPORT



Tipmont

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Enjoy Your \$20 Bill Credit

Thank you for attending the 2024 Annual Meeting! Be sure to turn in the ticket mailed to you, and you'll receive a \$20 bill credit on an upcoming Tipmont electric service bill. (One bill credit per membership.)

From the CEO

From strategy and operations to visual branding, Tipmont took on a new look in 2023. It reflected our fiber broadband progress, further steps toward energy transformation (learn more on pages 12-17), and the innovation your Tipmont team consistently applies toward delivering security, comfort and convenience.

At the same time, we continued strengthening the infrastructure systems that distribute electricity to your homes, farms, schools and businesses. We connected thousands more of you to the high-quality broadband internet you deserve. Tipmont looks different today, but our passion for serving members like you never changes.

Fighting For Fair, Flexible Energy

Tipmont continues fighting to stabilize power supply rates and improve flexibility to meet your needs. In 2023, the Federal Energy Regulatory Commission once again formally rejected a power supply contract against which we had argued. Learn more at tipmont.com/fightingforyou.

Electric Reliability

In 2023, Tipmont electric service was active 99.97% of the time — above the average for statewide and nationwide cooperatives, and those with similar footprints and growth rates.

Early in 2023, we collaboratively addressed increased outages on transmission lines, which take longer to resolve because Tipmont crews cannot work on them. As a result, such outages fell significantly by year's end.

I also extend utmost thanks to our line crews, engineers and distribution system operators for tireless service in severe weather. Their dedication — and our board of directors' continued priority on infrastructure improvement — helps us restore your power faster if there is an outage.

Advanced Metering Infrastructure

In 2023, we began a pilot program for meter upgrades that will provide improved outage response, grid efficiency and distributed energy resource management (e.g., solar, battery storage).

Community Engagement & Involvement

We enjoyed meeting and speaking with you at our Kilowatts & Brats events, county fair booths, community events, sponsored activities and 2023 Annual Meeting.

Our linemen also showcased their skills and safety acumen at lineman rodeo competitions. Tipmont Indiana Youth Tour student Abbey Allen was named the Indiana Youth Leadership Council delegate and represented Indiana at the NRECA Annual Meeting in San Antonio, Texas. Meanwhile, Operation Round Up and EnviroWatts® donated nearly \$60,000 to efforts that improve our communities. (Learn more on page 23.)

New Logo & Website

We refreshed the Tipmont logo to reflect our rich history and exciting future. We also redesigned our website at tipmont.com and improved our SmartHub account management interface.

Fiber Broadband

In 2023, we completed connections in nearly all areas for which we received Indiana grant funding and also connected our 7,000th overall internet customer. Meanwhile, Wintek Business Solutions welcomed over 100 new customers. (Learn more on pages 20-22.)

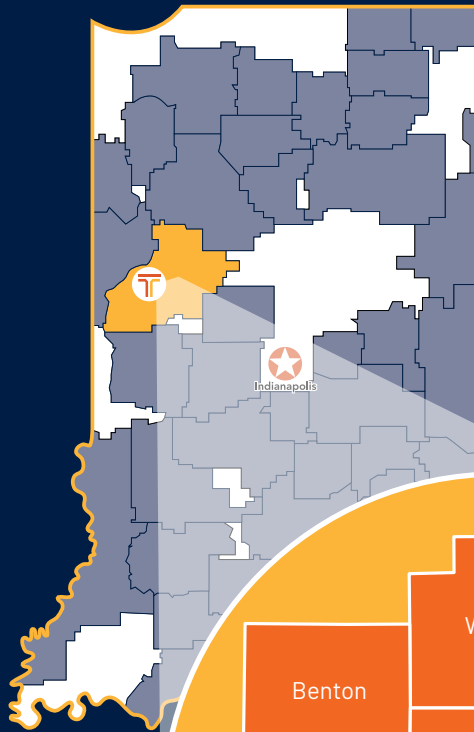
Member Satisfaction

Most of all: You continue to be very satisfied with everything we have to offer. In 2023, Tipmont's American Consumer Satisfaction Index (ACSI) score hit a new all-time high of 87. Our expectations are high because your expectations are high. At Tipmont, the trust you place in us to pursue your best interests is paramount. Thank you for recognizing our team's persistence and hard work.

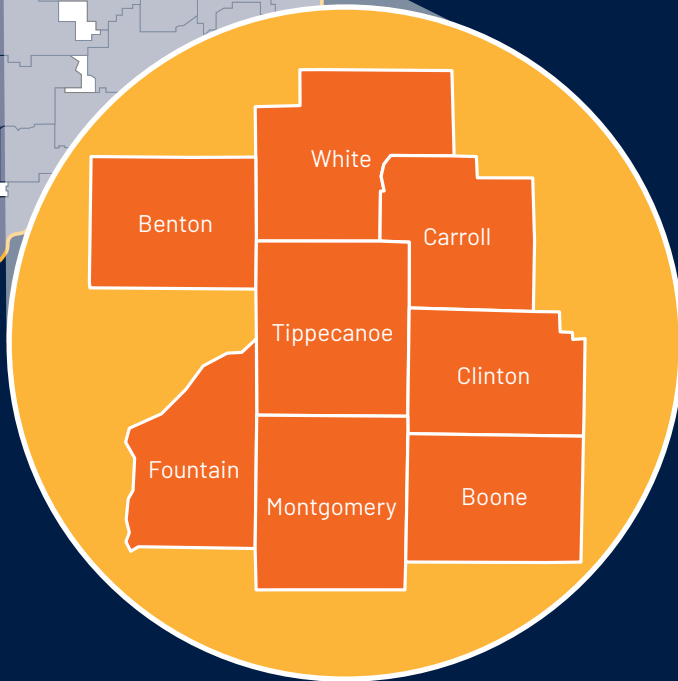


Ron Holcomb
PRESIDENT & CEO

Membership Stats



Incorporated on May 10, 1939, and headquartered in Linden, Ind., Tipmont is a rural electric cooperative providing essential services (electricity and fiber internet) to members in eight counties surrounding Lafayette and Crawfordsville, Ind. Tipmont serves members in eight counties – Tippecanoe, Montgomery, Fountain, Clinton, Carroll, White, Benton, and Boone. The team at Tipmont is proud to be your essential service provider.



NUMBER OF MEMBERS

26,026

NUMBER OF METERS*

30,389

MILES OF ELECTRIC LINE

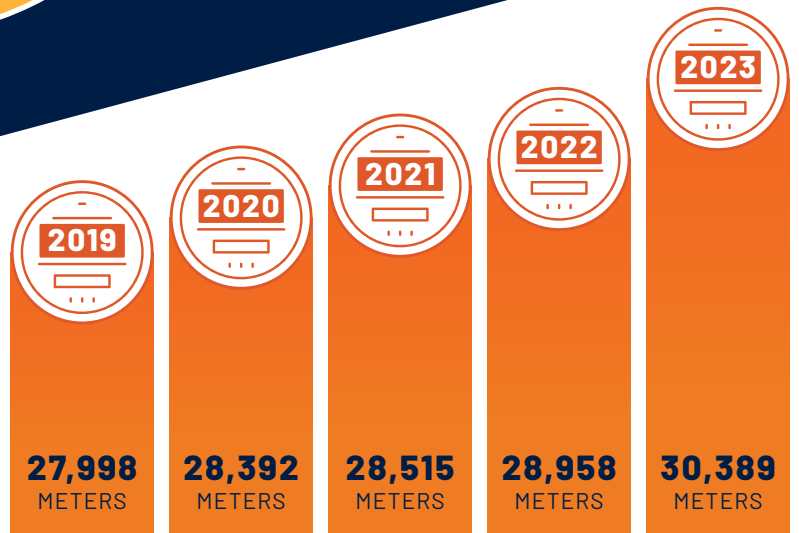
2,848

MILES OF FIBER LINE

2,945

Tipmont has connected **2,391** new electric meters since 2019.

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



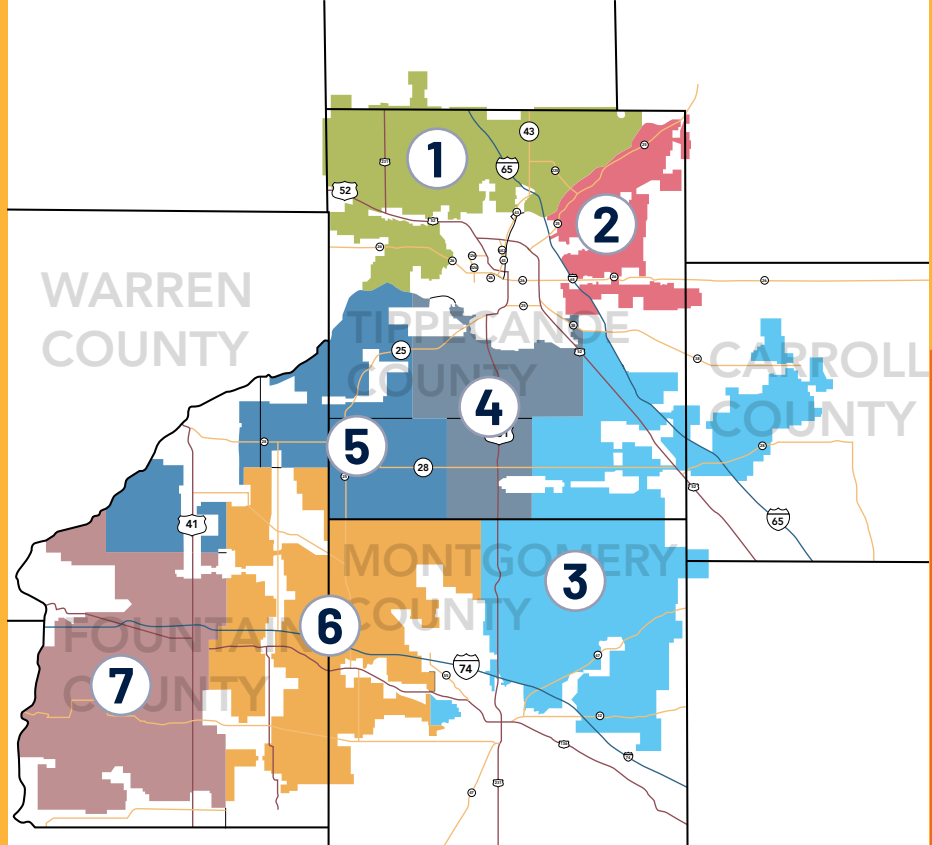


Board of Directors

As an electric cooperative, Tipmont is governed 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.

Each director is elected to a three-year term. In 2024, Districts 2, 5 and 7 are up for election. For candidate biographies, please see pages 6 through 9.



MEET YOUR BOARD



DISTRICT 1
Kirk Alter
SECRETARY/
TREASURER



DISTRICT 5
Larry Carlson



DISTRICT 2
Jan Harlow



DISTRICT 6
Wesley Stockdale



DISTRICT 3
Lynn Beck
VICE CHAIRMAN



DISTRICT 7
Robert Baker



DISTRICT 4
Brent Bible
CHAIRMAN

Meet Your Board Candidates



Watch candidate videos at tipmont.com/annualmeeting

DISTRICTS 2, 5 AND 7 ARE UP FOR ELECTION THIS YEAR.



DISTRICT 2 Tom Cutter

I graduated from Western Michigan University with a bachelor's of business administration in accounting. While at WMU, I had an

exceptional basketball career and was drafted by the National Basketball Association (NBA). I still hold many WMU school records and was inducted into the WMU Hall of Fame in 2000.

I am currently a certified public accountant (CPA) with a practice in West Lafayette, Ind., where I specialize in advising individuals, families and closely held businesses.

My professional business career began at a national accounting firm, and I have obtained excellent experience over the last 35 years as a chief financial officer (CFO) for corporations ranging from \$400 million to \$800 million.

In particular, my service to various corporate boards of directors – as well as my community involvement – has been invaluable in providing advice to various businesses and organizations in setting policies and meeting regulations.

Through my extensive knowledge of corporate governance, I have a proven track record of developing corporate policies and business plans, leveraging business strategies and using my financial expertise to reduce costs and improve productivity.

As a volunteer with various service organizations (including the Chamber of Commerce, United Way, YMCA, Rotary, various church committees and youth sports, and as a founder of the Greater Lafayette YMCA Foundation), I have proven my ability to serve the objectives of a board of directors – balancing the important needs of a company, its shareholders, employees and customers, and the whole community.



DISTRICT 2 Daphene Koch

My name is Daphene Koch, and I am running to be your next District 2 Tipmont Director. As a lifelong Hoosier with deep family roots in Tippecanoe County, I am

passionate about serving our community.

I was born in Lafayette and graduated from Central Catholic High School as well as Purdue University – the latter with a bachelor's degree in construction management. Growing up, I worked in my family's Lafayette business, Cyr Plumbing and Heating, which my father founded in 1964.

After earning my bachelor's degree, I managed industrial projects both in the United States and abroad, including a major liquefied natural gas facility in Malaysia. In 2006, I returned to Tippecanoe County and joined Purdue University as a faculty member in the School of Construction Management. This move allowed me to become a Tipmont member and reconnect with the community I love.

My husband, Jay, and I cherish our rural roots, with fond memories of our grandparents' farms. We now live in Perry Township with our rescued dogs. Jay's family are fifth-generation farmers in Rush County. His brother and uncle continue to operate farms.

As a small business owner, I also train others in project management and leadership skills. My commitment to service extends to volunteering on the Willowstone Family Services board and at Central Indiana Lab Rescue and Adoption.

With my diverse experience and dedication to our community, I am eager to bring helpful perspectives and continued effective leadership to Tipmont. I humbly ask for your vote to serve District 2 and ensure that our cooperative continues to thrive and meet the needs of all of its members.



DISTRICT 2
Ken Walton

I was raised on a small farm and have lived in the northeastern corner of Tipmont's territory for the past 44 years. I graduated from Delphi High School and

earned my bachelor's degree from Purdue University's College of Agriculture.

My wife, Kathy, and I have been married for 42 years. While raising cattle and production crops in 1983, we started a family-owned fabrication business providing architectural steel to many construction sites (including Lilly and Nucor) and later providing fabrications to Caterpillar. From a small side business, we grew to earn our place on the Inc. 500 list of fastest-growing companies and later sold the business in 1997.

I worked for 15 years for Monsanto (and its acquisitions) in various roles, including sales, business development and management – assisting in multiple transitions in branding.

Since my retirement, I have developed a new subdivision southwest of Delphi, and this spring, I designed and self-installed an 8 kW solar array at our home.

I currently serve as vice president on the Carroll County Economic Development Corporation and am an active member of the National Walnut Council and my local Lions Club.

Kathy and I enjoy camping and traveling to see our three children and four grandchildren. We are also members of St. Matthew's Lutheran Church, where I serve as property committee chairman.

With my background in business, economic development and solar power, I feel that I can provide a valuable perspective to help guide the company through the challenges and opportunities that we face.



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 my family farm, where I reside today with my wife, Zoetta, a retired registered nurse. Together, we are 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.

Meet Your Board Candidates

DISTRICTS 2, 5 AND 7 ARE UP FOR ELECTION THIS YEAR.



DISTRICT 5
John Dale

I was born in Ames, Iowa, and moved to Tippecanoe County in 1967, when my father, Robert Dale, became a professor in Purdue University's College of

Agriculture. I graduated from Harrison High School in 1979 and then from Wabash College.

I married Kathy, who was a registered nurse, in 1985 and we moved to Sutton, Alaska, where we lived for four years. I worked on the Northern Slope oil fields for two years and then spent two years working at a youth home. Returning to Tippecanoe County, I got my teaching license from Purdue in 1990. I taught social studies for 33 years at Western Boone Jr. / Sr. High School, retiring in 2023. I also coached wrestling at both Western Boone and Southwestern Middle School for a total of 20 years.

Kathy and I raised our four children on our small farm in West Point in both Tippecanoe and Fountain counties, where we farm corn, beans and beef cattle. I currently enjoy working on the farm and spending time with our five grandchildren.

Our farm has relied on Tipmont for over 30 years. We recently installed a solar power system that Tipmont permitted in a quick and safe manner. I like the service offered by Tipmont and the quick repairs they offer. I like how the poles and wires are maintained and cleared on a regular schedule. For these reasons, I would like to be a part of this team, and I look forward to working together as the service areas continue to grow.



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 Vermillion 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.

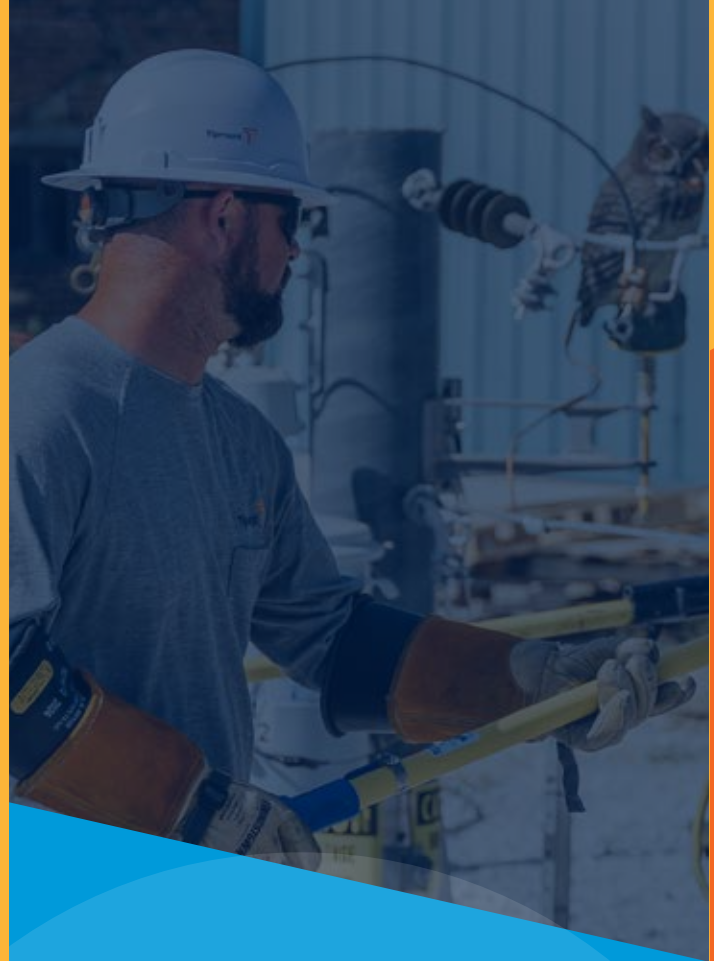
I am very thankful that the membership has allowed me to represent them on the Tipmont board for these past 21 years. It is a fascinating and challenging position. I strongly believe that in the future, our members will see some dramatic changes in how we supply electric power. This is an exciting time 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.

TIPMONT BOARD ELECTIONS

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 collect 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 2025 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.



2023 Annual Meeting Minutes

Minutes of a meeting of the members of Tipmont Rural Electric Membership Corporation held September 16, 2023, at the Tippecanoe County Fairgrounds, Lafayette, Ind.

The 83rd Annual Member Meeting of Tipmont Rural Electric Membership Corporation was held at the Tippecanoe County Fairgrounds, 1406 Teal Road, Lafayette, Ind., on Saturday, Sept. 16, 2023, at 10 a.m. In-person registration began at 9 a.m., and drive-thru registration opened at 7:30 a.m.

Our drive-thru options allowed Tipmont co-op members to submit ballots and receive their Annual Meeting program without leaving their cars. In addition to a drive-thru presence at the fairgrounds, we hosted drive-thru locations at our respective facilities in Linden and Battle Ground. We welcomed 1,372 memberships this year in the drive-thru locations at the Tippecanoe County Fairgrounds and Tipmont offices in Linden and Battle Ground, and 146 members in person at the fairgrounds for a total of 1,518 memberships.

Before and during registration, members attending in person were encouraged to visit various Tipmont displays and information centers to learn more about residential internet, business solutions, engineering, energy efficiency, vegetation management, operations, the Indiana Connection magazine, and our Operation Round Up and EnviroWatts® grant programs.

Each registered member (both in-person and at the drive-thru) received a 2023 Annual Meeting Program, which contained the 2022 Annual Report. The 2023 Annual Meeting registration card was mailed prior to the meeting.

At 10 a.m., Communication Director Rob Ford welcomed and thanked the membership for their attendance before providing an overview of successful growth of both fiber and electric services over the last year.

He then introduced Director Lynn Beck and Director / Secretary-Treasurer Kirk Alter. Beck offered the invocation. All who served in our nation's Armed Forces were asked to stand and be recognized. Alter then led the Pledge of Allegiance. Vocalist Lee Anna Atwell of Lafayette then performed "The Star-Spangled Banner."

Ford then recognized the attendance of Tippecanoe County Commissioner Tom Murtaugh and introduced the Tipmont Board of Directors: Alter, Jan Harlow, Beck, Brent Bible, Larry Carlson, Wesley Stockdale and Robert Baker.

Attorney Brian Garrison then read the notice of the 2023 Annual Meeting, announced a quorum and called the meeting to order at 10:08 a.m.

Garrison asked those members present to refer to the minutes of the 2022 Annual 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 and a second was made by member Gary Meenach. The motion carried, and the minutes from the 2022 meeting were approved as presented.

Alter then delivered the 2022 Financial Report.

Garrison then introduced candidates for the District 4 director seat: Chris Watson and incumbent Brent Bible. Each candidate was given three minutes to address those gathered in person for the meeting before in-person voting began. Watson spoke first, followed by Bible.

Garrison then directed the members present to vote for the District 4 director seat, providing instructions on how to submit ballots.

Ford then invited any Tipmont member in good standing to consider candidacy for future elections for the Tipmont Board of Directors and referenced that director elections for districts 2, 5 and 7 would be held at the 2024 Annual Meeting.

Ford then introduced Tipmont President and CEO Ron Holcomb to update the membership on the status of Tipmont's effort to pursue a more fair and flexible power supply.

Ford then updated the membership on the cooperative's fiber broadband and energy transformation initiatives.

Garrison then announced a final tabulation of the election results for the District 4 director election. Bible retained his seat as the winner of the District 4 election.

Ford then thanked Tipmont employees, spouses and children who volunteered to help at the

meeting and recognized Tipmont employees who served on the Annual Meeting Committee.

Ford then observed a 50-year milestone of service to the Tipmont Board of Directors from District 5 director Larry Carlson and asked the membership present to join him in recognizing, and thanking, Carlson for his service.

As there was no further official business, Garrison asked for a motion to adjourn the 2023 Business Meeting. A motion was made by member Gary Isenberg and a second was made by Harold Doremire. The motion carried, and the meeting was adjourned at 10:55 a.m.

Ford then announced the winners of complimentary chestnut trees from our Tipmont Vegetation Management booth: Rita Hilt and Becky Milakis.

Ford asked Beck to assist with the final grand-prize drawings. Drawings were conducted for four \$1,000 grand prizes of the winners' choice between cash or electric bill credit.

Grand prizes were awarded to the following members: Charles and Barbara Sheets of Romney; Natalie Miles of Lafayette; Michael A. Brown of Lafayette; and Jeff Hinshaw of Lafayette.

Kirk Alter

Secretary-Treasurer

Brent Bible

Board Chairman



Energy Transformation:

A GRID EVOLUTION IS UNDERWAY

WHAT IS ENERGY TRANSFORMATION?

In the history of manmade accomplishments, America's electric grid remains a marvel of modern design. It is safe, affordable and reliable, and has sustained our needs for a long time. But like any institution, it must evolve to keep pace with historic energy demands, consistent growth, weather uncertainty and emerging technologies.

At its core, this evolution of our nation's grid defines energy transformation.

When will energy transformation take place? We're already in the middle of it, it's always happening, it will not suddenly conclude overnight and it will continue for years to come.

Energy transformation represents the means through which our everyday use of alternative energy systems and energy-efficient technologies will increase – while also introducing new opportunities to help sustain America's electric grid for generations to come.

TIPMONT'S ENERGY TRANSFORMATION EFFORTS

Tipmont Fiber

Along with meeting a critical need of broadband internet access for Tipmont members, our fiber-optic network is a backbone for our energy transformation strategies. It enables our smart grid, which incorporates digital technology into traditional grid infrastructure. Learn more at tipmont.com/fiber.

Advanced Metering Infrastructure

A smarter grid means smarter meters. Tipmont is in the process of updating meters across its system to leading-edge devices that will offer:

- Improved outage management and response time
- Better and faster energy use data
- Management of renewable energy sources (e.g., solar power)

Learn more at tipmont.com/ami.

Managing Renewable Energy Sources

Tipmont recently received a \$300,000 grant to study how the co-op can harness distributed energy resources (or DERs) – like solar arrays, battery storage and electric vehicles – to accelerate outage restoration times and enhance our system's performance. Learn more on page 19.

WHAT YOU CAN DO FOR ENERGY TRANSFORMATION

Here are several easy, low-cost (or even free) ways you can take part in energy transformation.

Home Energy Assessment

A free, in-home energy assessment from Tipmont is an easy, convenient way to measure your home's energy efficiency. No matter when your home was built, Tipmont's assessment can help you be more efficient and save up to 30% on your monthly energy bill. Learn more and schedule an assessment at tipmont.com/hea.

Community Solar

At less than \$5 a month, Tipmont's Community Solar program is an easy, inexpensive way to use renewable energy – drawing a portion of your monthly power from a Tipmont-managed solar array. Learn more and sign up at tipmont.com/solar.

Product Rebates

Tipmont offers several rebates related to the purchase of energy-efficient appliances or technologies. Learn more on page 18.

TOP 10 WAYS TO SAVE ENERGY

Here are more tips any good energy saver should implement:

- 1 Replace incandescent lightbulbs with LED bulbs
- 2 Close shades and drapes during the day to keep heat out
- 3 Use power strips and turn them off when not in use
- 4 Caulk outside your home around any possible air leaks
- 5 Change your HVAC air filters monthly
- 6 Set your dishwasher to air-dry rather than heat-dry
- 7 Close your garage door for temperature consistency
- 8 Keep your water heater temperature at 120°
- 9 Ensure your clothes dryer hose isn't kinked or clogged
- 10 Make sure your refrigerator has a tight seal

ENERGY TRANSFORMATION BENEFITS EVERYONE

Energy transformation might seem like too big of a goal for any one person to make a difference. But when you scale it down with the initiatives above, it's easy to see how even a small change or two can help all of us.

Learn more at tipmont.com/energytransformation.

Partners on a path to

ENERGY TRANSFORMATION

Tipmont programs helped put co-op members Alex Pilotte and his wife, Pam, on a path toward sustainable energy use



For Alex Pilotte, growing up on his family's farm cultivated a curiosity for what's next.

"All my life, I've looked to what's new," says Pilotte, who retired after successful careers in both agriculture and construction. "My dad taught me that: You can't just go along with the same thing forever. If you do that, you'll fall behind, so you have to keep pace with where things are headed."

The Pilotte family has always sought to stay ahead of the curve. For Pilotte's father, this meant branching into popcorn crops. In Pilotte's own career, it was diversifying his skills by earning a variety of equipment operation licenses. For the electricity needs at the Lafayette home Pilotte built about a quarter-century ago with his wife, Pam, it means a solar panel array of substantial size.

The array is capable of singlehandedly powering their entire property ... and even offering sufficiently shaded snoozing spots for their cat, Milo, and dogs Perry and Gabby.

"I've always been enthused about solar as a sustainable source of electricity," Pilotte says. "I run everything out here off this array now, and I've done that for about the last three years," Pilotte says.

“

It's all about saving a bit at a time and making little improvements along the way.

”

ALEX PILOTTE

The Pilottes are among a growing number of Tipmont members who are actively engaged in energy transformation. What is energy transformation? It is the means through which our everyday use of alternative energy systems and

energy-efficient technologies will increase, while also introducing new opportunities to help sustain America's electric grid for generations to come. The goal is to lower electricity usage during peak times and the cost of use during those times.

Pilotte's solar array is a natural evolution from his positive experience with Tipmont's Community Solar program, which lets co-op members use Tipmont's own solar-generated power.

"I'm not saying I inspired Community Solar, but I was certainly a fly in the ointment as to why it started," Pilotte says with a laugh. "It's a great program to try, and Tipmont is a great partner in it."

Starting out with Community Solar reflects another Pilotte principle: It's good to take baby steps.

"We didn't just jump into this. We started small," Pilotte says.

Story continued on page 16.

A free in-home energy assessment from Tipmont helped Alex and Pam Pilotte find simple, affordable ways to be more energy-efficient.

No matter when your home was built, Tipmont's assessment can help you be more efficient and save up to 30% on your monthly energy bill.

Learn more and schedule a time today at tipmont.com/hea.

Continued from page 15.

"You don't have to figure out a way to save a million dollars. You just have to find a million ways to save a dollar."

For example: The Pilottes didn't realize just how many lightbulbs they used in their home until they replaced all 60 of them with longer-lasting energy-efficient LED bulbs. Meanwhile, their smart Google Nest thermostat heats and cools their home in tandem with their daily schedules.

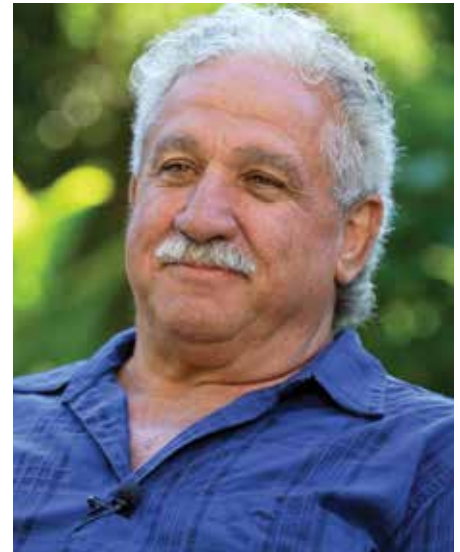
Pilotte even found ways to save on energy use and costs with just a \$4 tube of caulk to fix an air-sealing issue discovered during a free in-home energy assessment offered by Tipmont.

"It's all about saving a bit at a time and making little improvements along the way," Pilotte says. "But at the same time, I'm not a half-measures kind of guy. It's fun for me to seek out all these little projects and processes."

The Pilottes have also installed an induction stovetop in their kitchen – cooking a majority of their meals that way to use less energy than baking – and low-emissivity (low-E) glass in their solarium. Reflecting interior temperatures back inside, the glass keeps the room warm in winter and cool in summer.

As more Tipmont members like the Pilottes begin to explore energy transformation opportunities, Tipmont is well prepared to be an expert resource.

For example: Tipmont is in the process of upgrading all meters in its service territory to leading-edge smart meters. Along with helping improve reliability and outage management, members will have a near real-time awareness of their power use. This can help them decide if renewable energy investments make sense for their needs and then manage any technologies they choose.



"Every major thing I've ever done, somebody has helped me navigate it," Pilotte says. "My father and I both had meaningful mentors along our paths in life. People too often underestimate the importance of a good mentor."

"Tipmont has been a mentor to me in all of this, teaching me more than I could have ever learned on my own, and they can do that for you, too."

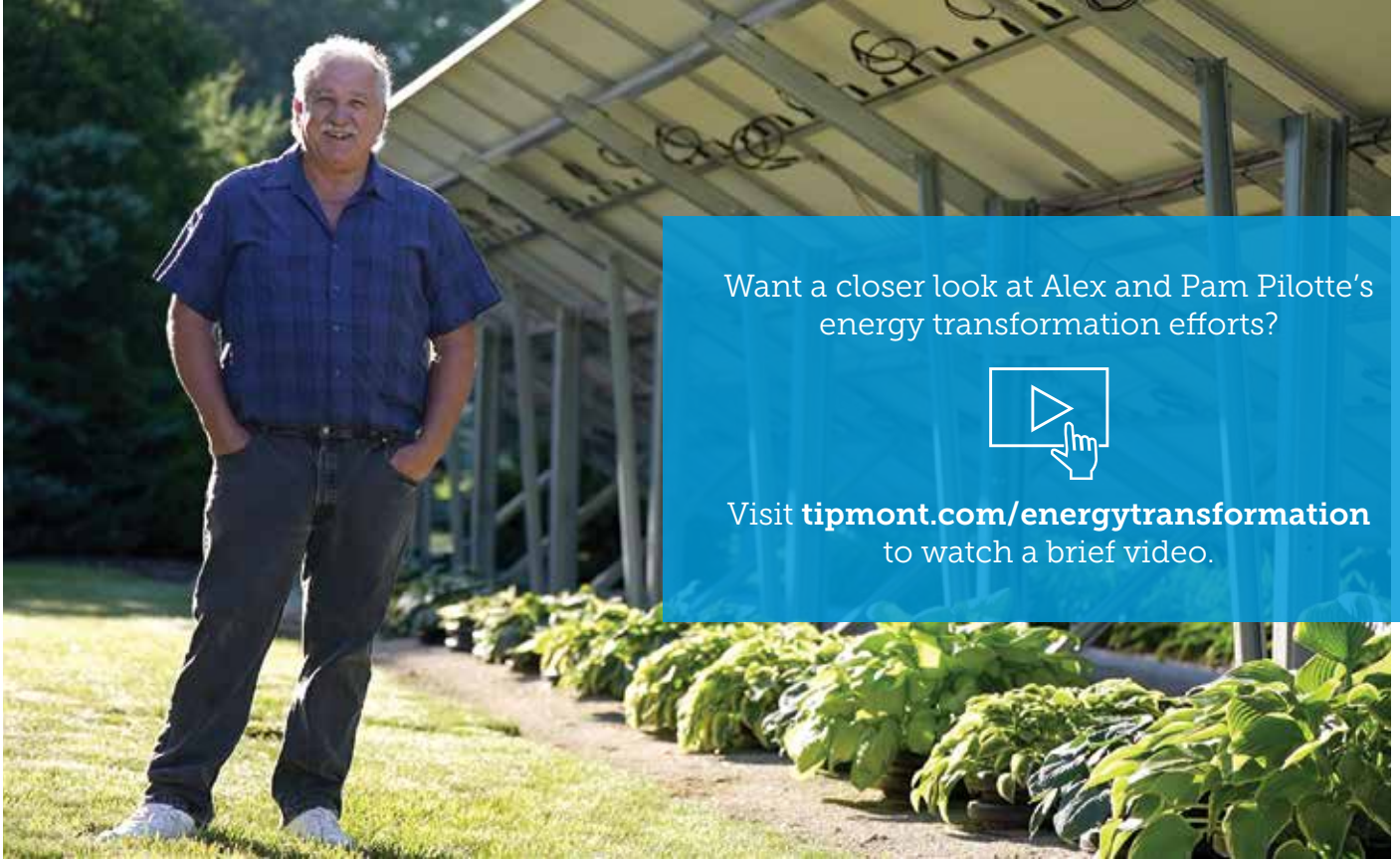
“

Tipmont has been a mentor to me in all of this, teaching me more than I could have ever learned on my own, and they can do that for you, too.

”

ALEX PILOTTE





Want a closer look at Alex and Pam Pilotte's energy transformation efforts?



Visit tipmont.com/energytransformation to watch a brief video.

Pilotte hopes Tipmont and its members will continue to collaborate toward outcomes that benefit America's electrical grid and its people.

"The way I think about it with energy transformation is that you don't have to believe you're going to save the world," Pilotte says. "All that you need to know is that any change you make is working for you and for your co-op."

"If it works for you and your co-op, then it works for your community. If you can make all that happen, then it also works for your country."



As a Tipmont member, you're eligible for up to \$50 in rebates for a Google Nest thermostat like the one Alex and Pam Pilotte use.

Smart thermostats help you save energy by learning your behaviors and adjusting energy use as your life and the seasons change.

Learn more about this rebate — and all others Tipmont currently offers — at tipmont.com/rebates.



Alex and Pam Pilotte's path to solar energy started in Tipmont's Community Solar program, and so can yours! At less than \$5 a month, it's an easy, inexpensive way to participate in energy transformation.

Tipmont members may purchase energy from up to 10 solar panels but may not exceed one-half of your annual electric usage. A small portion of your monthly usage will come from the solar array.

Learn more and apply at tipmont.com/solar.



America's electric grid is safe, affordable and reliable, and it has sustained our nation's needs for a long time. However, that grid must evolve to accommodate historic energy demands that will only continue to increase, as well as weather uncertainty and emerging technologies.

Learn more about energy transformation, how Tipmont is addressing it and the beneficial part you can play in it at tipmont.com/energytransformation.

Electric Efficiency Rebates

Thinking about energy-efficient equipment in your home to save energy and lower your electric bill? Consider rebates available to Tipmont members on the following products.

Google Nest Thermostat

Tipmont members are eligible for up to \$50 in rebates for a Google Nest Thermostat. This smart thermostat learns and adjusts to your behaviors, helping you save energy as seasons change.

Electric Water Heater

Save \$50 on a 50- to 80-gallon appliance or \$100 on appliances larger than 80 gallons. Please visit our website for associated terms and conditions.



Learn more about these rebates and more at tipmont.com/rebates.

Advanced Metering Infrastructure Upgrades

Tipmont is in the process of modernizing its electric grid with smart meters that will make our electric system more efficient, responsive and reliable by offering:

Better and Faster Data

New meters will empower Tipmont to build algorithms that help reduce demand through voltage reduction – as well as measure power quality and detect issues before they become problems.

Improved Outage Management

If there is an outage, smart meters can help Tipmont more accurately pinpoint affected areas. Rather than patrol for problems, Tipmont line crews can more quickly restore service.

Distributed Energy Resource Management

If you adopt new energy technologies, Tipmont wants to help. New meters will bring near real-time awareness of power flow, which can help you strategize on solar arrays, electric vehicles and more.



Get the latest updates on this project at tipmont.com/ami.

CIDER to Warm Tipmont's Energy Transformation Efforts

In late 2023, Tipmont became one of only five cooperatives across the country to receive federal grant funding from the Community-Integrated Distributed Energy Resilience (CIDER) program. Facilitated by the National Rural Electric Cooperative Association (NRECA), the program will provide Tipmont with \$300,000 to develop and deploy a leading-edge distributed energy resource management system (DERMS).

Over the next three years, this DERMS will study how Tipmont can harness distributed energy resources (e.g., solar arrays, battery storage and electric vehicles) to accelerate outage restoration efforts and enhance system performance. The program also aims to expand our members' financially viable adoption of such resources.

What do all these acronyms spell for Tipmont's future? By creating collaboration with expert vendors and partners, they help Tipmont address long-term goals for energy transformation:

- Reduced demand
- Increased resiliency and reliability
- More efficient operation

Moreover, CIDER gives Tipmont a platform, assistance and expertise to experience a new system at minimal cost. Learning to drive in a Lamborghini can be intimidating. Thanks to CIDER, we get the benefits of a Lamborghini without the risk.

Ultimately, we expect to offer a mobile app and website through which Tipmont members can register their applicable distributed energy resources to provide secure and anonymized data. Members also will be able to learn more about consumption and home energy optimization. We are also considering incentives for members to participate, possible member-rebate programs to purchase distributed energy resources and more. Keep an eye out for further communication as we finalize program details.

**GO PAPERLESS
AND WIN**

\$100

It's no secret that postage costs are rising. Help us keep your bills down by signing up for paperless billing. It's free, convenient and secure!

Each month, we'll randomly draw one winner from all Tipmont members enrolled in paperless billing for a \$100 bill credit!

To learn more or for help enrolling in paperless billing, please visit tipmont.com/paperless or call 800-726-3953 from 8 a.m. to 4:30 p.m. Monday-Friday.

One entry per membership per month. One winning entry per membership per year. Account must be in good standing to be eligible.

Fiber Internet

Tipmont maintained its tenacious pace to deliver blazing-fast broadband to our membership.

2023 FIBER BUILD

Tipmont celebrated active connections for more than 7,000 members as we moved one year closer to our completion of the electric-service territory fiber build. We also completed grant-funded connections in nearly all remaining areas for which we received State of Indiana funding. These included connections for members near Battle Ground and Lafayette, in the south portion of Mountain Road, the west and east portions of Klondike, and the south portion of Wea. We also kicked off engineering and construction activities for grant-funded activity in the Taylor area. Additionally, we circled back and brought service to members in seven other service territories in 2023.

In all, we brought fast, reliable and affordable high-speed broadband to more than 4,057 new addresses in our service area during 2023. And in late 2023, we announced our 2024 build plan to reach an additional 2,266 homes in our service area.

GRANT FUNDING

Tipmont continued to put grant dollars to good use by connecting rural Hoosiers. Since 2020, Tipmont has received more than \$20 million in funding from Indiana's Next Level Connections (NLC) program from the State's Office of Community and Rural Affairs (OCRA). A joint effort of legislators and leaders, this broadband grant program enables equitable solutions for rural Hoosiers' broadband access. By the end of 2023, Tipmont had completed all but one of the builds supported by NLC program funds.

In the fifth full year of our fiber build, grant funding helped us hire more crews, work faster and connect people sooner. As you'll see in the Financial Health section (pages 24-27), we continue to outperform our initial business plan in regard to connections, revenue collection and net margins.

Again, we applaud the initiative and can-do spirit of Indiana's governor, lieutenant governor, state senators and state representatives to establish an effective program that supports a stated need in the communities we serve.

TIPPECANOE COUNTY CONSTRUCTION CONTINUES

Tipmont continued construction on a fiber project that is bringing blazing-fast Wintek fiber broadband to nearly 2,000 additional rural Tippecanoe County addresses outside of Tipmont's electric service territory. Service opened in three of 12 defined service areas during 2023, with all service areas scheduled for completion by the end of 2025.

Facilitated through federal grant funding, this partnership will ensure broadband internet access for nearly all county homes and businesses. Expanding beyond our electric-service territory strengthens the backbone of our network, establishes a fruitful partnership with county commissioners, and enhances the economic development appeal in our corridor of Indiana.



Learn more about this project at tcfiber.wintek.com.

CONNECTION CONVERSATIONS

As we near the end of our on-footprint fiber build, some areas / neighborhoods that receive Tipmont electric service are already served by an existing broadband provider. Members in these areas may be satisfied with those options and wish to avoid the temporary disruption of yards and property that comes with fiber-optic broadband installation. It also would not be a responsible use of Tipmont resources to build fiber-optic service in areas where few residents would use it.

That's why we've launched Connection Conversations, an initiative to gauge member interest, gather available provider speeds and gain guidance on whether to build fiber-optic service in areas that are already served. We receive this information through brief surveys and internet speed tests at cc.tipmont.com. Then, we discuss and determine the next steps with residents and neighborhood leaders. After residents in this subdivision initiated a Connection Conversation with us, Tipmont was able to bring service to McQuinn Estates near West Lafayette.



”
No other internet provider came close to providing modern, high-speed internet for us at any price.

WALTER M.

“
Wondering if you live in one such area / neighborhood? Consult the interactive map at cc.tipmont.com, then search or zoom

in on your residence. If it is inside an orange-colored polygon, take the survey and speed test on the website. (If you live in a split subdivision, where another electric provider serves half of your neighborhood, we encourage you to take the survey as well.) Tipmont will never share individual results unless granted express permission.

REFER-A-NEIGHBOR AND CONTRACT BUYOUTS

Do you have Tipmont internet and love it? Refer a new customer, and you'll get \$20 each time a new person signs up. Each new customer you refer will get a \$20 bill credit, too. Learn more at tipmont.com/refer.

Interested in Tipmont internet but stuck in a contract? We can help. Tipmont will buy out your existing internet service contract for up to \$250. Learn more at tipmont.com/buyout.

STREAMING MADE SIMPLE WITH PROFESSOR ROB

Our high-speed internet will introduce you to an infinite number of streaming options for films, TV series, live sports

and more. But if you're new to streaming, the learning curve can be intimidating. Our Streaming 101 seminars with Professor Rob have helped hundreds of Tipmont members familiarize themselves with the basics of streaming — from learning about available services to a live demonstration of how to stream.

🖱️ Learn more, and register to attend, at tipmont.com/101.

FREE COMMUNITY WIFI

To help family, friends and fans stay connected, Tipmont is proud to provide free WiFi connectivity during community and athletic events at Harrison High School and McCutcheon High School.

Tipmont also continued to offer free public WiFi hotspots throughout 2023 — free, fiber-based 24/7 connections with a signal range of 100 feet from each site.

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

”
I love the service. I would highly recommend Tipmont fiber to everyone. And I do!

JOHN F.

Wintek Business Solutions

FULL-SERVICE NETWORK SOLUTIONS FOR BUSINESSES OF ALL SIZES

As we have brought fiber broadband to members' homes across our service territory, we have also transformed local businesses' IT functions to help them thrive through Wintek Business Solutions. For more than 50 years, Wintek has been an innovative IT presence right here in Lafayette.

DATA CENTER

Maintaining in-house IT resources and infrastructure can be costly, inefficient and difficult to manage. Wintek Business Solutions' state-of-the-art, 7,200-square-foot data center houses computing and networking equipment that securely stores, processes and manages large amounts of data for clients. This allows them to invest critical capital dollars where they matter most – their business.

NETWORK SOLUTIONS

Wintek Business Solutions designs and maintains business networks – offering collaborative project management, 24/7 local business network support, remote monitoring and management, and more.

FIBER-OPTIC COMMUNICATION

From event networking and internet connections to private circuits and the fastest speeds available, Wintek Business Solutions meets current and evolving needs for businesses of all sizes.

HARDWARE AND SOFTWARE

Wintek Business Solutions is proud to be a longtime partner of Cisco, a global leader specializing in network hardware, software and services. Many of our experts also hold elite Cisco

certifications, meaning Wintek Business Solutions has the right expertise and experience for you.

SERVING CUSTOMERS FROM ALL CORNERS AND INDUSTRIES

Wintek Business Solutions is honored to serve:

- School Corporations / Districts
- Universities and Community Colleges
- Manufacturers
- Banks and Credit Unions
- Healthcare Facilities
- Small Businesses
- Apartment Complexes
- Government Offices



Learn more about Wintek Business Solutions at wintekbusiness.com.



Your Support Helps Tipmont Improve Communities

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®, combined to contribute over \$58,000 to non-profits in our communities during 2023.

ENVIROWATTS®

tipmont.com/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 2023, EnviroWatts® contributed \$25,000 to local organizations.

Friends of Sugar Creek	Drawstring bags for those canoeing on the creek to pick up litter	\$5,000
Ivy Tech Energy Technology Program	Academic scholarships	\$10,000
Tree Lafayette	Responsible planting of trees throughout the city of Lafayette	\$10,000

OPERATION ROUND UP

tipmont.com/oru

Operation Round Up rounds up your monthly Tipmont electric bill to the nearest dollar. In 2023, each member's tax-deductible average annual contribution of \$6 benefited 17 local not-for-profit efforts.

CORE Community Center \$1,333

Upgraded benches

Dusk to Dawn Bereavement Services \$829.99

Computer equipment

Family Promise of Greater Lafayette \$375

Glass-top stove repair

FISH Food Pantry of Montgomery County \$1,199.98

Upgraded freezers

Five Points Fire Museum \$949.98

Computer equipment

Hand in Hand Creative Learning \$999.98

Rocker-glider chairs

Hillsboro Fire Department \$3,000

New water pump for wildland brush truck

Junior Achievement of Greater Lafayette \$1,200

Program curriculum kits

Lafayette Urban Ministry \$1,500

Defibrillating machine

LTHC Homeless

Services \$687.96

Computer equipment

Lyn Treece Boys & Girls Club \$4,975

Equipment for Lafayette Jefferson High School sensory room

McCutcheon High School Band Boosters \$1,080

Plywood for band equipment trailer

Millie's Mission \$1,799

Updated shopping carts for thrift store

Sheltered Reality \$3,600

Music equipment for youth program

Through the Gate \$6,197.68

Kitchen counters for food prep and safety course

Transformed Birth Services \$300

Nerve stimulation equipment for training

Women's Resource Center \$3,180

Diapers, wipes and formula



Financial Health

Kilowatt Hours Sold

546 MILLION

↓ from 555 million in 2022

Total Electric Margin

\$4,549,189

↑ from \$3,475,328 in 2022

Average Cost per kWh

13.91 CENTS

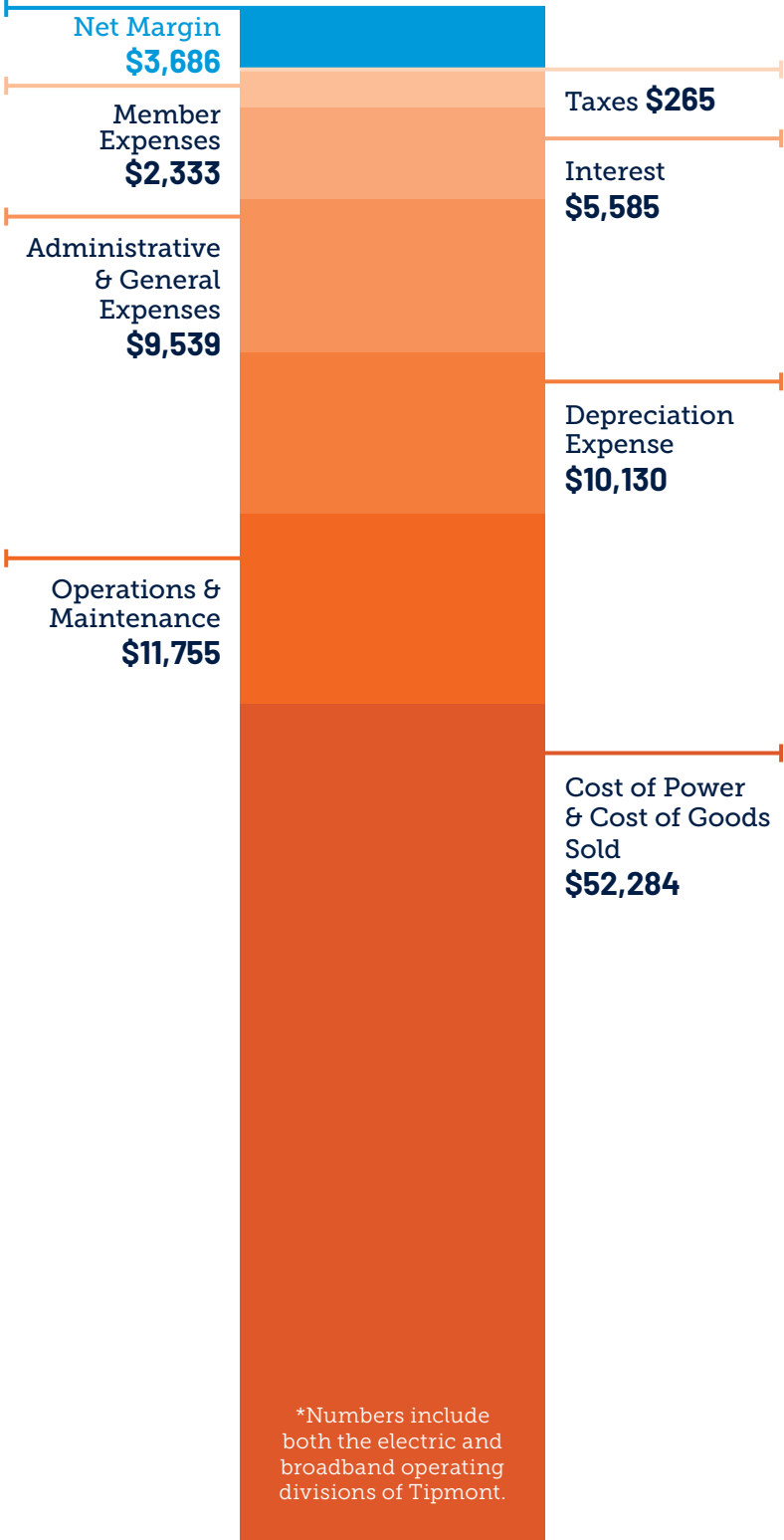
↑ from 13.17 cents in 2022

Total Consolidated Margin

\$3,686,416

Where Your Dollar Goes*

IN THOUSANDS



TOTAL BROADBAND CONNECTIONS

ACTUAL 2023:

7,162

YEAR 5 PLAN:

7,274

TOTAL BROADBAND REVENUE

ACTUAL 2023:

\$14,999,169

YEAR 5 PLAN:

\$11,470,784

NET MARGIN

ACTUAL 2023:

\$(862,773)

YEAR 5 PLAN:

\$(2,190,770)

	2023 ELECTRIC	2023 BROADBAND	2022 ELECTRIC	2022 BROADBAND
Operating Revenue	\$77,284,267	\$14,999,169	\$74,012,838	\$12,050,036
Cost of Power/Goods Sold	\$47,993,041	\$4,290,579	\$47,070,818	\$3,307,974
Distribution Expense - Operations	\$4,725,150	\$3,338,613	\$4,397,199	\$2,730,729
Distribution Expense - Maintenance	\$2,576,196	\$1,114,555	\$2,280,335	\$1,248,296
Consumer Accounts	\$2,059,687	\$272,935	\$1,877,423	\$296,071
Administrative & General Expense	\$6,213,103	\$3,326,079	\$4,970,167	\$2,995,331
Depreciation Expense	\$6,831,734	\$3,297,855	\$6,258,805	\$3,000,045
Taxes	N/A	\$265,426	\$560,455	\$142,602
Deferred Taxes	N/A	N/A	N/A	N/A
Interest	\$5,584,845	N/A	\$4,458,122	N/A
Total Operating Expenses	\$75,983,757	\$15,906,042	\$71,873,323	\$13,721,048
Other Capital Credits & Patronage Dividends	\$2,522,547	N/A	\$1,139,113	N/A
Operating Margins	\$4,363,056	\$(906,873)	\$3,278,628	\$(1,671,012)
Non-Operating Margins	\$128,996	N/A	\$137,007	N/A
Income/Loss from Investments	\$57,137	N/A	\$59,694	N/A
Net Margins	\$4,549,190	\$(862,773)	\$3,475,328	\$(1,671,012)

The Financial Records of Tipmont REMC and subsidiary for the years ended 2023 and 2022 presented in this report were taken from financial statements audited by BHM CPA Group, Inc., Certified Public Accountants, Columbus, Ohio, which expressed their unqualified opinion on these statements in their report dated May 28, 2024. All assets are pledged as security for the noncurrent liabilities of the Rural Utilities Service (RUS), CoBank, and the National Rural Utilities Cooperative Finance Corporation (CFC).

Kirk Alter, Secretary-Treasurer, Tipmont

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

Financial Health:

GROWING CHALLENGES TO OUR BUSINESS

ELECTRIC SERVICE

As an electric cooperative, Tipmont's focus centers on providing good value to each of our members. In recent years, that has become more challenging due to rising costs on three fronts: infrastructure supplies, power supply and rising interest rates.

Although those prices stabilized in 2023 relative to skyrocketing increases in 2021 and 2022, the resultant costs are far higher than just a few years ago. For example: Transformers now cost 400% more than in 2019 and interest rates have increased by 80%.

More than ever, Tipmont's efforts to control costs where we can have been crucial. This includes extending equipment life cycles as appropriate and safe, postponing new purchases when possible, bidding our equipment purchases to multiple vendors, and securing the lowest possible interest rates.

Tipmont's largest cost is power supply, which is the energy Tipmont purchases and then distributes to your homes, farms, businesses and schools. This averages about 70% of your monthly Tipmont bill. Tipmont is currently under contract to purchase power from Wabash Valley Power Alliance – which has consistently raised power supply costs over the last several years.

During that same time, Tipmont has been fighting for you to secure a fair Wabash contract. We are confident in a resolution that will soon give Tipmont better control over its power supply costs without sacrificing the reliability you expect. Until that time, we will continue our tireless work to deliver safe, affordable and reliable electric service to your homes, farms and businesses.



FIBER SERVICE

Our fiber-to-the-home internet service continued strong performance in 2023 as we reached our annual sales goal for the year by October. The fiber business continues to outperform our original business plan, as total revenue increased by 20% from 2022 and was 31% higher than original forecasts. In 2023, we connected more than 2,363 new customers and now total over 8,500 customers as of mid-2024. Even better, 97% of customers have kept our internet service after connecting.

Thanks in part to the Wintek acquisition and grant funding, the fiber internet business remains on track to reach profitability by the end of 2024 – four years ahead of the original business plan.

CAPITAL CREDITS

Member-owned, not-for-profit electric co-ops like Tipmont set rates to generate enough money to pay operating costs, make payments on any loans and provide an emergency reserve. At the end of each year, we subtract operating expenses from the operating revenue collected during the year. The balance is called an operating “margin.”

Each year, margins earned are allocated to Tipmont members based on how much electricity that member purchased during that year. 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. In 2023, Tipmont retired \$61,810 in estate retirements.

 Learn more at tipmont.com/capitalcredits.

Tipmont ESG Report

Tipmont's environmental, social and governance (ESG) report answers three questions:

- What is Tipmont doing to be a steward of the environment?
- In what ways does Tipmont foster social improvement in its communities?
- How does Tipmont's governance structure ensure ethical leadership?

Environmental Stewardship

DISTRIBUTED ENERGY RESOURCES (DERs)

Tipmont continues to plan for expanded use of distributed energy resources (DERs) – with flexibility to meet members' current and future needs, and member feedback to gauge decisions. (tipmont.com/energytransformation)

ENERGY EFFICIENCY

Free in-home energy assessments are available for Tipmont members. It's an easy way to measure energy efficiency and perhaps save money on energy bills. In 2023, 139 members used the service. (tipmont.com/hea)

COMMUNITY SOLAR

Co-op members can buy clean, renewable and environmentally responsible energy from Tipmont's solar array. At under \$5 a month, it's an effective investment in sustainability. (tipmont.com/solar)

TREE TRIMMING

As deemed necessary for electric grid safety and reliability, Tipmont controls or removes trees and vegetation. We contract with local professionals and follow global standards for tree health and longevity.

TREE LINE USA

Since 2016, Tipmont has earned membership in Tree Line USA – a nationwide program recognizing utilities' best practices to protect and preserve urban forests. (arborday.org/TreeLineUSA)

WILDCAT CREEK CLEANUP

Tipmont staff conducted a cleanup of the Wildcat Creek in 2023, helping to beautify and protect a natural waterway in our service territory.

Social Improvement

YOUTH PROGRAMS

Each summer, Tipmont sponsors upcoming high school seniors to attend the Indiana Youth Tour – a life-changing all-expenses-paid educational trip to Washington, D.C. (tipmont.com/youthtour)

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

Tipmont also sponsors and participates in Lafayette's Next Generation Workforce Expo and its Construction Career & Education Expo to help youth forge career paths from scientific passions.

OPERATION ROUND UP

Tipmont members can round up their monthly Tipmont electric bill and support not-for-profit community projects. Learn more on page 23.

ECONOMIC DEVELOPMENT

A 2018 Purdue University study found a \$4 return for every \$1 invested in fiber-optic broadband technology. That's a 300% return in communities where Tipmont builds fiber.

HABITAT FOR HUMANITY

Wintek sponsored fiber connectivity for a Habitat for Humanity home in Lafayette, in addition to volunteered construction time.

BROADBAND GRANTS

Tipmont has received more than \$20 million in state and federal grant funds. About 20 cents of each dollar in Tipmont's fiber build comes from taxpayer-funded grants. Taxpayers contribute 20 cents and get \$4 back in community-invested dollars – a 20-to-1 return on investments that strengthen communities.

MEMBER SATISFACTION

In 2023, Tipmont hit a new high of 87 on the American Customer Satisfaction Index, a national benchmark – 14 points above most electric utilities and 24 points above most internet providers.

Governance Structure

THE COOPERATIVE MODEL

Members who use an electric co-op's services are the ones who own it. They annually elect fellow members to represent them on a board of directors and, as applicable, receive returns as capital credits.

BOARD OF DIRECTORS

Tipmont is governed by a board of seven member-elected directors, one from each Tipmont district. All are certified as Credentialed Cooperative Directors, and a majority hold Director Gold status – NRECA's highest director credential, reflecting continuous educational coursework.

GOVERNANCE STRUCTURE

Tipmont's seven-member Board of Directors oversees our President and CEO, who oversees a Leadership Team of a Chief Operating Officer, Vice President – Finance and Administration, and Chief Marketing Officer.

FINANCIAL AUDIT

Working with the Tipmont Board of Directors' treasurer and its Vice President – Finance and Administration, an independent third party conducts an annual financial audit.

KILOWATTS & BRATS

Each year, Tipmont hosts free dinner events in the main counties it serves, with remarks from our President / CEO and our Communication Director.



Employee Roster

Gabriel Anderson
NOC Support Technician

Edgar Arroyo
NOC Support Technician

Keith Axtell
Project Engineer Tier II Electric

Travis Bailey
Technology Innovation Practice
Leader

Joe Banfield
Operations Manager

Nicholas Barker
Journeyman Lineman

Chris Barsotti
Sales Account Manager

Matt Bassett
Journeyman Lineman

Jon Biggs
Manager of Safety and Compliance

Christopher Blaisdell
System Engineering Manager

Bo Bouwkamp
Working Foreman

Sean Brant
Procurement Manager

Brian Brown
Working Foreman

Theresa Brown
Engineering Specialist

Andy Buck
Senior Fiber Service Technician

Peter Burr
Project Engineer I Electric

Jonathan Buyer
Electrical Engineering
Summer Intern

Josh Caldwell
Meterman

Kevin Carpenter
Energy Advisor

Edward Center
Working Foreman

Cassie Charles
Connection Specialist

Shafer Cox
Journeyman Lineman

Adam Crabb
Working Foreman

Mason Daugherty
Apprentice Lineman

Chester Ferguson
Journeyman Lineman

Trent Fletcher
Project Management Specialist

David Flint
Network Engineer II

Rob Ford
Communication Director

Garret Foutch
Distribution System Operator

Joshua Germond
Project Engineer II Electric

A.J. Greathouse
Technical Services Supervisor

Dylan Gretencord
Apprentice Lineman

Christian Guimond
Apprentice Lineman

Katrina Gutwein
Member Service Representative

Michelle Hall
Distribution System Operator

Mindi Hall
Sales Coordinator

Jody Hamilton
External Affairs Director

Jennifer Harwood
Member Service Representative

Melissa Harwood
Human Resources Manager

Devin Head
Apprentice Lineman

Mallory Herbert
Telecommunication Network
Engineer I

Dalton Hilligoss
Apprentice Lineman

Alan Hinders
Broadband Connection Specialist

Jacob Hinshaw
Fiber Tech Splicer

Tristen Hoffman
Apprentice Lineman

Ron Holcomb
President & Chief Executive Officer

Stacey Holton
Marketing Director

Samantha Hooper
Member Service Representative

Cody Hovermale
Project Engineer II Electric

Angela Hudson
Data Entry Representative

Belinda Huesman
Customer Experience & Process
Director

Mariah Hurd
Payroll Accounting Specialist

Amy Hurt
Member Services Supervisor

Logan Isch
System Administrator

Clayton Jewell
Application Developer and
Database Administrator

Chad Keller
Journeyman Lineman

Daniel Kern
Telecommunications
Engineer Technician

Jacob Kieta
Telecommunications Network
Engineer I

Joseph Kline
Director of Outside Plant

Matthew Knoth
Project Engineer - Fiber Supervisor

Tonya Knoth
Staff Accountant

Jeremy Konkle
Chief Operating Officer

Andrew Kozlowski
Part-Time NOC Support
Technician

Austin Levernier
Construction Crew Member

Christopher Loffredo
Meterman

Matt Lowe
Journeyman Lineman

Zachariah Lucas
Project Engineer II Fiber

Bobby Manion
Engineering Specialist

Dustin Manns
Apprentice Lineman

Doug Martin
Vice President Finance
& Administration

Connor McGhee
Apprentice Lineman

Jarad McLeland
Project Engineer - Electric
Supervisor

Mark Mitchell
Broadband Connection
Specialist

Jason Monroe
Customer Experience
Practice Leader

Krista Monroe
Distribution System
Operator Supervisor

Riley Morrison
Apprentice Lineman

Traci Mountcastle
Member Service Representative

Jon Newman
System Administrator

Ben O'Leary
Network Engineer I

Melody Peacock
Warehouseman

Eric Peterson
Infrastructure Technician

Jason Phillips
Apprentice Lineman

Aiden Pierce
Construction Crew Lead

Anita Pike
System Analyst

Zebb Pippin
Working Foreman

John Plahitko
Network Engineering Manager

Dylan Popp
Network Engineer II

Matthew Priebe
Right-of-Way Maintenance
Coordinator

Himanshu Rastogi
Senior Financial Analyst

Joshua Rice
Network Operation Center
Supervisor

Marcy Robledo
Marketing Producer

Nick Rogers
Communication Manager

Adam Romero
Construction Crew Member

Levi Rudisel
Project Engineer I Electric

Jennifer Rufatto
Chief Marketing Officer

Teagan Schroeder
Distribution Engineer I

Nathan Schroeter
Construction Crew Member

Trevor Scott
Lead Network Operation Center
Support Technician

Dustin Sieber
Journeyman Lineman

Colton Smith
Staff Accountant

Scott Spitznagle
Working Foreman

Richard Spivey
Fiber Installation Supervisor

Aaron Steiner
Data Engineer

Chase Stewart
Network Operating Center
Support Technician II

Ryan Stuthers
System Engineer Supervisor

Eric Summerfield
Right-of-Way Maintenance
Coordinator

Robert Taylor, Jr.
Journeyman Lineman

Tyler Thomas
GIS Specialist

Nick Thompson
System Administration Supervisor

Leanne Tribbett
Member Service Representative

Shawn Vessels
Critical Infrastructure Technician

Michael Wehr
Lead Telecommunication
Engineer

Douglas Williams
Substation Maintenance
Technician

Wyatt Williams
Construction Crew Member

John Winks
Working Foreman – Fiber

Derrick Wolfe
Fiber Tech Splicer

Bryan Wrede
Consulting Practice Leader

Christian York
Journeyman Lineman

John Zenz
Project Engineer



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