

Colorado 39 - Kit Carson  
K.C. Electric Association, Inc.

MINUTES OF REGULAR MONTHLY MEETING

OF

THE BOARD OF DIRECTORS OF K.C. ELECTRIC ASSOCIATION, INC.

The regular monthly meeting of the Board of Directors of K.C. Electric Association, Inc., a Colorado cooperative corporation, was held pursuant to a previous executive order of President Kevin Penny, such order being ratified and approved by the Members of the Board of Directors, in the Stratton office of the Association in Stratton, Colorado, on Tuesday, August 24, 2010 at the hour of 6:30 p.m. This meeting was held in accordance with the Call and Waiver of Notice which is attached hereto and specifically made a part of these Minutes together with the Certificate of Posting of Regular Meeting in the offices of the Association. The meeting was called to order by President Kevin Penny who did request Secretary-Treasurer Terry Tagtmeyer to call the roll of the Members of the Board of Directors. Thereupon, Mr. Tagtmeyer did call the roll of the Members of the Board of Directors and did report that the following Members were present:

Kevin Penny	Dan Mills
Robert Bledsoe	Terry Tagtmeyer
James Lewis	Marvin Thaller
James Michal	Dave Ritchey
Luanna Naugle	

Mr. Tagtmeyer also reported that General Manager Timothy Power, Member Services Manager Ben Orrell, Operations Manager Larry Shutte, Office Manager Chance Briscoe, and Line Superintendent Paul Norris of staff, and Richard D. Thomas, Attorney for the Association, were also present.

Thereupon, President Penny did declare a quorum of Directors present, the meeting duly called and duly convened in accordance with the Bylaws of the Association and in accordance with the previous executive order of President Penny as heretofore entered, and did declare the meeting was ready to proceed with all the business to be brought before a regular monthly meeting of the Members of the Board of Directors of the Association as provided for in the Bylaws, the Call and Waiver of Notice, the Notice of Regular Meeting, and the meeting Agenda. Thereupon, President Penny did order the meeting to proceed in accordance with the meeting Agenda which was prepared, posted, and previously mailed to each of the Members of the Board of Directors as provided for by statute and the Bylaws of the Association. Secretary-Treasurer Terry Tagtmeyer requested Mr. Thomas to record the Minutes of this meeting.

1. Consider Minutes of the Regular Monthly Meeting of the Board of Directors held on Tuesday, July 27, 2010: President Penny requested Secretary-Treasurer Terry Tagtmeyer to read the Minutes of the regular monthly meeting of the Board of Directors held on Tuesday, July 27, 2010, at 6:30 p.m. in the Hugo office of the Association in Hugo, Colorado. Thereupon, and upon motion by Mr. Michal and seconded by Mr. Mills, the following resolution was unanimously passed and adopted by the Members of the Board of Directors:

“BE IT RESOLVED: That the Minutes of the regular monthly meeting of the Members of the Board of Directors of K.C. Electric Association, Inc., held in the Hugo Depot in Hugo, Colorado on Tuesday, July 27, 2010, at 6:30 p.m., copies of which were mailed to each of the Members of the Board of Directors, are, by these presents, ratified and approved.”

President Penny did request Terry Tagtmeyer, as Secretary-Treasurer of the Association, to make the July 27, 2010, Minutes of the regular monthly meeting of the Board of Directors a part of the permanent records of this Association.

2. Consider Next Meeting Date: President Penny informed the Members of the Board of Directors that the next scheduled monthly meeting date of the Board of Directors is Tuesday, September 28, 2010, at 3:00 p.m. in the Hugo Depot in Hugo, Colorado. After this matter was fully discussed by the Board of Directors, President Penny, by executive order, ratified and approved by the Board of Directors did declare that the next regular monthly meeting of the Board of Directors of K.C. Electric Association, Inc., will be held on Tuesday, September 28, 2010 at 3:00 p.m. in the Hugo Depot in Hugo, Colorado.

3. Public Comments: President Penny requested any consumer members or members of the general public attending this meeting to be introduced to the Members of the Board of Directors. There being no consumer members or members of the general public in attendance at this meeting, President Penny ordered the meeting to go forward in accordance with the meeting agenda.

President Penny introduced to the Board of Directors Mr. Lowell Stave and Mr. Joel K. Bladow, both gentlemen representing Tri-State Generation and Transmission Association. President Penny also introduced Jackie Smith, the Operations Clerk from the Stratton Office of K.C. Electric Association and Chris Notter, the foreman also from the Stratton office. Office Manager Briscoe explained to the Board that Jackie and Chris were attending the meeting by invitation of Mr. Briscoe on their own time in order to become more acquainted with the overall operations of the Association. Mr. Briscoe suggested the plan to invite other K.C. employee's to attend regular monthly meetings of the Board of Directors.

4. Presentation of Check Register for July 2010: President Penny called the Board's attention to the Check Register for July 2010, as set forth under tab 1 of the meeting packet. After the monthly Check Register for July 2010 had been fully reviewed, item by item and then as a whole by the Board of Directors and after staff had answered all questions of the Board of Directors regarding items set forth in the Check Register, President Penny, by executive order, ratified and approved by the Board of Directors, did declare that the consideration of the monthly Check Register for the month of July 2010 was an information item only and that no further Board action was necessary regarding the Check Register for July 2010.

5. Consider Emergency Additions and Announcements: President Penny requested any emergency additions to the meeting agenda and/or announcements. There being no emergency additions to the meeting agenda and/or announcements, President Penny ordered that the meeting will proceed in accordance with the meeting agenda.

6. Consider Tri-State Priority List for Sale of K.C. Electric Association, Inc. Substation Assets: President Penny requested Mr. Stave and Mr. Bladow to explain to the Members of the Board of Directors the possible purchase of substation assets of K.C. Electric Association, Inc. by Tri-State. Thereupon Mr. Bladow did present in the manner of a handout to the Members of the Board of Directors a four page document entitled Policy Modification Goals and thereafter reviewed the contents therein item by item with the Members of the Board of Directors. In summary and conclusion Mr. Bladow stated that all K. C. Electric had to do was to write Tri-State a letter of intent. Thereupon Manager Power read a letter of intent which he had prepared for the Board's consideration. Thereafter President Penny informed the Board that if they had no further questions for Mr. Bladow or Mr. Stave he would entertain a motion accepting the contents of the Letter of Intent to Tri-State. Thereupon and upon motion by Mr. Mills and seconded by Mr. Ritchey, the following resolution was unanimously passed and adopted by the Members of the Board of Directors:

“BE IT RESOLVED: That the Letter of Intent presented to the Board of Directors dated August 24, 2010 and addressed to:

Mr. Ken Anderson  
Executive Vice President & General Manager  
Tri-State Generation and Transmission  
P.O. Box 33695  
Denver, CO 80234-2814

notifying Tri-State of the Association's intent to further pursue the transfer of assets belonging to the Association of a 100kV or higher to Tri-State at net book or negotiated value based on the recent change in Tri-State Board Policy 109 is accepted and approved and Manager Power is authorized to execute and deliver the Intent Letter forthwith to Mr. Anderson of Tri-State.”

Mr. Briscoe presented the following Tri-State Priority List as an information item to the Board of Directors:

1. Arapahoe
  - a. Retesting on a 3 month cycle
  - b. DGA test indicate high levels of combustible gases (acetylene)
    - i. Could be indicating loose connections inside of transformer
    - ii. Some type of internal arcing
  - c. Tap Changer has been disabled
  
2. Burlington
  - a. Retesting on a 6 month cycle
  - b. DGA test indicate high levels of combustible gases (hydrocarbon saturates)

- i. internal heating and temperatures are reaching 300 degrees
- c. Need to replace two sets of high side load break switches and one high side switch that serves the transformer

3. Bonny Creek
  - a. Testing is on a 1 year cycle (normal)
  - b. Tap charger has been disabled
4. Smoky Hill
  - a. Testing is on a 1 year cycle (normal)
  - b. WECC compliance
5. Limon
  - a. Testing is on a 1 year cycle (normal)
  - b. WECC compliance
6. Hell Creek
  - a. Testing is on a 1 year cycle (normal)
7. Sagebrush
  - a. Testing is on a 1 year cycle (normal)
  - b. Three single phase transformers
  - c. 1969 vintage
8. Waanibe
  - a. Testing is on a 1 year cycle (normal)
9. Wannibe Tap Station and 31 miles of transmission line.

DGA Test (dissolved gas analysis) looks at these gases and their levels: Hydrogen, Oxygen, Nitrogen, Methane, Carbon Monoxide, Carbon Dioxide, Ethane, and Acetylene

7. Consider Refinancing of RUS 5% Debt Proposal: President Penny requested Mr. Briscoe to review with the Board of Directors the 5% RUS Debt Refinance Proposal as set forth under tab 2 of the meeting packet. After Mr. Briscoe had reviewed the 5% RUS Debt Refinance Proposal with the Board of Directors, upon motion by Mr. Thaller and seconded by Mr. Tagtmeyer, the following resolution was unanimously passed and adopted by the Members of the Board of Directors:

“BE IT RESOLVED: That the Cooperative borrow from National Cooperative Services Corporation (NCSC), from time to time as determined by the persons designated by the Board of Directors of the Cooperative, an aggregate amount not to exceed One Million Four Hundred Thirty Six Thousand and No/100 Dollars (\$1,436,000.00) pursuant to a loan agreement with NCSC governing such loan, substantially in the form of the loan agreement presented to this meeting (the Loan Agreement);

RESOLVED, that the proceeds of this loan be used to refinance certain of the Company's existing indebtedness with its other lenders;

RESOLVED, that the individuals listed below are hereby authorized to execute and deliver to NCSC the following documents:

- (a) as many counterparts as shall be deemed advisable of the Loan Agreement; and
- (b) one or more promissory notes payable to the order of NCSC, which in the aggregate shall not exceed the principal amount of \$1,436,000.00, substantially in the form of the note presented to this meeting.

RESOLVED, that each of the following individuals is hereby authorized in the name and on behalf of the Cooperative to execute and to deliver all such other documents and instruments as may be necessary or appropriate, to make all payments, to execute any future amendments to said Loan Agreement as such individual may deem appropriate within the amount of the promissory notes so authorized herein and to do all such other acts as in the opinion of such authorized individual acting may be necessary or appropriate in order to carry out the purposes and intent of the foregoing resolutions:

<u>Title of Office</u>	<u>Name (typed or printed)</u>
<u>President</u>	<u>Kevin C. Penny</u>

Terry Tagtmeyer, as the Secretary of K.C. Electric Association, Inc., is authorized and directed to attest to the signature of President Kevin Penny and affix the Corporate Seal of the Association to all necessary documents and to execute a certified copy of the resolution.”

8. Consider Proposed Changes to the Association Policies: Manager Power called the Board's attention to policies 101, 102, 103, 104, 105, 106, 107, and 108, as set forth in the meeting packet under tab 2 and suggested that after he had reviewed these policies of the Association that he believed that the format of the policies needs to be changed, the policies updated and each policy should set forth who or what body of K.C. Electric Association, Inc. would be responsible for enforcing each policy.

Thereafter Manager Power and Office Manager Briscoe reviewed each of the policies where necessary, and the changes if any with the Board of Directors. After each policy had been reviewed and the changes as recommended by Manager Power had been considered and approved, upon motion by Mr. Thaller and seconded by Mr. Michal, the following resolution was unanimously passed and adopted by the Members of the Board of Directors:

“BE IT RESOLVED: That policies 101, 102, 103, 104, 105, 106, 107, and 108, after each Policy had been amended where necessary and presented to the Board, are approved and adopted, effective this date August 24, 2010. Staff is directed to make all of the above policies adopted, as of this date, a part of the permanent policy records of the Association.”

9. Consider Bid for New Unit #1 Vehicle: Manager Power presented a slide picture showing numerous bids for a new pickup to replace the present Dodge pickup designated unit #1 of the motor vehicles of the Association. After the matter was discussed, upon motion by Mr. Mills and seconded by Mr. Lewis, the following resolution was unanimously passed and adopted by the Members of the Board of Directors:

“BE IT RESOLVED: That the present Dodge pickup designated as unit #1 needs to be replaced but kept to be used as necessary. Manager Power is authorized to “go shopping” for a new vehicle to replace unit #1 for a cash purchase price of no more than \$29,000.00.”

10. Consider Special Equipment Purchases (Summary): President Penny called the Board’s attention to the Special Equipment Summary (Purchases) set forth under tab 2 of the meeting packet in the total amount of \$12,325.82. After this matter was fully reviewed by the Board of Directors, upon motion by Mr. Mills and seconded by Mr. Ritchey, the following resolution was unanimously passed and adopted by the Members of the Board of Directors:

“BE IT RESOLVED: That the Special Equipment Summary in the total amount of \$12,325.82 is hereby approved and accepted and staff is authorized to pay the same.”

11. Inventory of Work Orders: President Penny informed the Board there is for this month no Inventory of Work Orders to be considered by the Board of Directors and he did, therefore, order the meeting to go forward in accordance with the meeting agenda.

12. General Manager’s Report: President Penny requested General Manager Timothy Power to present his Manager’s Report for July and August of 2010 to the Board of Directors. Manager Power presented and discussed the following items with the Board of Directors.

1. Eastern Colorado Manager’s Meeting update,
2. CFC- KRTA Summary, tab 10, line loss 7-9 discussion,
3. K.C. Wind Farm Rate- up date- discussion with Board,
4. Sales Tax Exemption for Ag Businesses Update,
5. Member Satisfaction Survey Update,
6. Cost of Service Study Update,
7. Board Room Update, slide presentation estimated cost \$20,000.00 in garage area in Hugo,
8. Idle Services Inventory, slide programs, discussion.

After Mr. Power had presented his General Manager’s Report for July-August 2010, President Penny, by executive order, ratified and approved by the Board of Directors did accept the General Manager’s Report, and did declare that no further Board action was necessary regarding the General Manager’s Report for July-August 2010.

13. Financial Report: After the slide show presentation by Mr. Briscoe, President Penny called the Board’s attention to the July 2010 notes to Form 7 Income Statement, the General Ledger RUS Form 7 Summary, set forth under tab 3 of the meeting packet paying particular attention to the following:

Operating Revenue (Line 1) - Revenue for July was about \$128,000.00 over budget moving the year to date revenue closer to budget. For the year revenue is about \$500,000.00 over prior year but still about \$300,000.00 short of budget. Irrigation revenue was right on target to budget and the overage was split between both residential and commercial.

Cost of Purchased Power (Line 3) – Even with the increased revenue, cost of power was slightly less than budget resulting in a very good gross margin for July.

Transmission, Distribution Operations, Distribution Maintenance, Customer Accounts and Administrative Expenses (Lines 4-10) – Transmission, Operations, Maintenance and Administrative Expenses were all under budget for the month of July, in total about \$38,000.00. Customer Accounts and Sales were slightly over budget by about \$900.00 while Customer Service was under budget about \$6,000.00.

Depreciation, Interest and Other (Lines 12-18) – All in line with budget expectations.

Operating Margin (Line 20) – The increased revenue along with decreases in expenses resulted in a very good Operating Margin for July. The budgeted margin was \$73,000.00 while actual came in at \$268,000.00. For the year operating margin is about \$450,000.00 over the previous year and about \$350,000.00 over budget.

Non-operating Revenue and Expenses (Lines 21-27) – All in line with budget expectations for the month of July. We did have a general retirement recorded from Eastern Slope of \$2,400.00.

Total Margin (Line 28) – As reflected above in Operating Margins, the Net Margin for the month of July is about \$200,000.00 above budget expectations. This translates to a year to date Net Margin about \$350,000.00 better than budgeted for 2010 and an increase of about \$450,000.00 over year to date 2009.

After the slide presentation of the KWH sold by the month and the financial and statistical information had been reviewed by the Board of Directors, upon motion by Mr. Thaller and seconded by Mr. Tagtmeyer, the following resolution was unanimously passed and adopted by the Members of the Board of Directors:

“BE IT RESOLVED: That the Financial Report for the Month of July 2010 as set forth in the meeting packet under tab 3 is hereby accepted subject to audit.”

14. Safety and Loss Control Report: President Penny requested Mr. Norris to present his Safety and Loss Control Report for July 2010, to the Board of Directors. Mr. Norris called the Board’s attention to the Safety and Loss Control Report of July 2010, as set forth under tab 4 of the meeting packet and thereupon discussed the following with the Board of Directors:

a. No employee was injured.

b. The following Loss Prevention activities took place:

7/14/10- Safety and Loss Control Seminar, Multiple topics were covered relating to safety and OSHA compliance. Safety awards were presented and K.C. Electric received theirs for No Lost Time Accidents 2009.

7/20/10- A safety meeting was held at Stratton. There was a general discussion of the Loss Control Seminar, and Paul presented the No Lost Time Accident 2009 award to the employees. The upcoming RESAP inspection was discussed. A review of accidents and fatalities was talked about and it served as a reminder of the hazards working with electricity. Job briefings were reviewed and quarterly truck and tool inspections were performed.

7/22/10- A safety meeting was held at the Hugo office. Topics of discussion were electrical contacts around the nation and Colorado, and seat belt use. Paul presented the No Loss Time Accident 2009 award and gave a RESAP update.

c. No Loss Control Committee Activities were held.

After Mr. Norris had completed his Safety and Loss Control Report for July 2010, upon motion by Mr. Ritchey and seconded by Mr. Thaller, the following resolution was unanimously passed and adopted by the Members of the Board of Directors:

“BE IT RESOLVED: That the Safety and Loss Control Report for July 2010 set forth under tab 4 of the meeting packet presented by Mr. Norris is by these presents accepted and approved by the Board of Directors with no further Board action being necessary.”

15. Operations (Work) Report for August 2010: President Penny requested Mr. Shutte to present his Operations (Work) Report for August 2010. Mr. Shutte called the Board’s attention to the Operations (Work) Report for August 2010, as set forth in the meeting packet under tab 5 and thereafter discussed the Operations (Work) Report item by item and then as a whole and the supplemental substation graph which accompanied the Operations Report. In addition he called the Board’s attention to outages for the month of August.

After Mr. Shutte had completed his Operations (Work) Report, President Penny, by executive order, ratified and approved by the Board of Directors, did accept the Operations (Work) Report and did declare that no further Board action was necessary regarding the Operations (Work) Report.

16. Member Services Report for July - August 2010: President Penny requested Mr. Orrell to present his Member Services Report for July - August 2010 to the Board of Directors. Mr. Orrell called the Board’s attention to the Member Services Report of July - August 2010, as set forth under tab 6 of the meeting packet, and thereafter discussed the Member Services Report with the Board item by item and then as a whole.

After Mr. Orrell had completed his report President Penny, by executive order, ratified and approved by the Members of the Board of Directors, did accept the Member Services Report and did declare that no further Board action was necessary regarding this report.

17. Consider CREA and Western United Reports: President Penny requested Mr. Mills to present his report on CREA and Western United. Mr. Mills called the Board's attention to the following items set forth under tab 7 of the meeting packet:

- I. CREA - Colorado Rural Electric Association News and Information, Industry overview, by Kent Singer executive director, No meeting since July. Full report will be presented at the next meeting.
- II. Western United Electric Supply Corporation, all is very good – reorganization of Board. Nothing new to report.

After Mr. Mills had completed his reports on CREA and Western United Electric Supply Corporation, President Penny, by executive order, ratified and approved by the Board of Directors, did accept Mr. Mills' report on CREA and Western United Electrical Supply Corporation and did declare that no further Board action was necessary regarding these reports.

18. Consider Tri-State Report: President Penny requested Mr. Bledsoe give his August 2010 Tri-State Report to the Board of Directors. Mr. Bledsoe called the Board's attention to his report for August 2010, as set forth under tab 9 of the meeting packet.

Mr. Bledsoe reported on the following:

#### **Tri-State Financial Condition**

The net margins for June 2010 were \$8.8 Million  
The Year to Date Net Margins thru June 2010 was \$27.8 Million or \$5.4 Million ahead of budget.

#### **Energy Risk Management Program**

Staff has executed an energy or natural gas futures option for a 2011 delivery for the purpose of managing 2011 margins at risk. It was their first step into these waters and it was not without a few hiccups. It was a very small step. They are going very slow.

#### **Strategic Planning**

The Board and executive staff participated in a full – day strategic planning meeting on the day following the Board meeting. The 3 top goals Tri-State will work on are, Affordability and Education, Long term resource and fuel planning, and Rate design.

#### **Budget**

The 2011 budget was presented and **without a rate increase for 2011.** The Board had a detailed discussion of the budget items. In September, the Board will complete the final review and approve the consolidated budget. The depreciation Rate on most of the Generation Plants was lowered because of a **useful life study** was completed on existing production facilities resulting in depreciation reductions. That helped mitigate upward pressure on rates by **\$29.5 Million. If they can get RUS approval then the Budget will remain safely within the Board's Financial Goals Policy.**

#### **Regulatory issue management**

There are **eleven** ongoing environmental rulemaking processes with federal and state agencies that present operational and financial risks to the association.

Staff and our expert consultants are working on water and regional haze in Colorado, regional haze and carbon regulation in New Mexico. All eleven processes will be decided before January 1, 2011.

**Miscellaneous News**

Public meetings are still being held in Kansas on the Holcomb Air Permit. Nuclear fuel doesn't need to be reprocessed but rather a good 100 year storage program.

Nucla is out of compliance concerning its Colorado Air Permit.

Hub Thompson reservoir will hold 70,000 acre ft. and will be 137 ft. deep.

Change of venue to Colorado on Nebr. Law Suit good possibility.

Ask about the X Prize. **\$10,000,000.00**

Mr. Bledsoe also reported on the useful life studies of Tri-State Generation facilities, their yearly depreciation 2010 – 2011, with valuation changes and Tri-State Reports of member sales for the month of June 2010 and year to date through June 2010.

After Mr. Bledsoe had completed his Tri-State Report for August 2010, President Penny by executive order, ratified and approved by the Board of Directors, did accept Mr. Bledsoe's report for the month of August 2010, and did declare that no further Board action was necessary regarding the Tri-State Report for August 2010.

19. Miscellaneous Business: President Penny called for any and all other business that may come before a regular monthly meeting of the Board of Directors. There being no further business to come before this meeting, President Penny by executive order, ratified and approved by the Board of Directors, did adjourn this meeting at 9:30 p.m. on Tuesday, August 24, 2010, until the next regular monthly meeting to be held at the Hugo Depot in Hugo, Colorado, on Tuesday, September 28, 2010, at 3:00 P.M.

APPROVED:

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary-Treasurer

# Safety and Loss Control Report

July 2010

## Accident Report (First Report of Injury):

Employee	Description
	None

## Loss Prevention Activities:

Date	Description of Activity
7/14/10	Safety and Loss Control Seminar. Multiple topics were covered relating to safety and OSHA compliance. Safety awards were presented and K.C. Electric received theirs for No Lost Time Accidents 2009.
7/20/10	A safety meeting was held at Stratton. There was a general discussion of the Loss Control Seminar, and Paul presented the No Lost Time Accident 2009 award to the employees. The upcoming RESAP inspection was discussed. A review of accidents and fatalities was talked about and it served as a reminder of the hazards working with electricity. Job briefings were reviewed and quarterly truck and tool inspections were performed.
7/22/10	A safety meeting was held at the Hugo office. Topics of discussion were electrical contacts around the nation and Colorado, and seat belt use. Paul presented the No Loss Time Accident 2009 award and gave a RESAP update.

## Loss Control Committee Activities:

Date	Description of Activity
	None

# K. C. ELECTRIC ASSOCIATION TRAINING RECORD

Date: 7/20/10

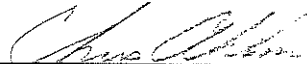
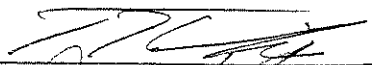

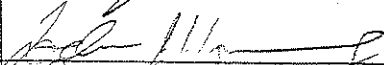

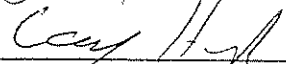
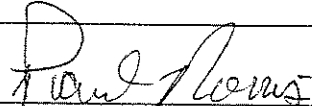
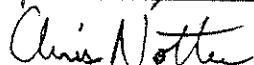
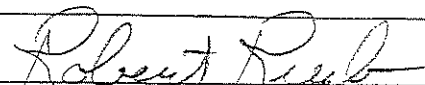
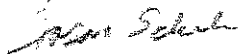
Location: Stratton

Time: From 8:30 To 11:00

Name of Instructor(s): Paul Norris

Brief Summary of Meeting: General discussion of Loss Control Seminar, and RESAP. Quarterly truck and tool inspections

Discussion of fatalities and accidents. Review Job Briefing. Presentation of Safety award.

Name	Title	Signature
Ahlm, Chris	Journeyman	
Ehrlich, Tim	Apprentice Lineman	
Fox, Darren	Journeyman	
Hornung, Loudon	Apprentice Lineman	
Hubbell, Clint	Staking Technician	
Hyle, Casey	Apprentice Lineman	
Malone, Don	Meter Technician	
Norris, Paul	Line Superintendent	
Notter, Chris	Area Foreman	
Orrell, Ben	Member Services	
Rueb, Robert	Area Foreman	
Scheler, Jason	Journeyman	

Schmidt, Jacque	Operations Clerk	
Shutte, Larry	Operations Manager	<i>Larry Shutte</i>
Smith, Lance	Journeyman	<i>Lance Smith</i>
Talbert, Austin	Apprentice Lineman	<i>Austin Talbert</i>
Martell, Greg	Warehouse/Purchasing	<i>Greg Martell</i>
Unruh, George	Area Foreman	<i>George Unruh</i>
Wilkins, Bob	Journeyman	<i>Bob Wilkins</i>
Wolfrum, Ron	Apparatus Technician	<i>Ron Wolfrum</i>