

a New Era



2022 Annual Report
**Northeast Missouri
Electric Power
Cooperative**



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Our Mission

“To power our members with safe, reliable, affordable electricity and value-added services.”

Our Vision

“Leading the way as a trusted energy partner promoting a unified membership with engaged employees.”

Our Values

Safety

Unity

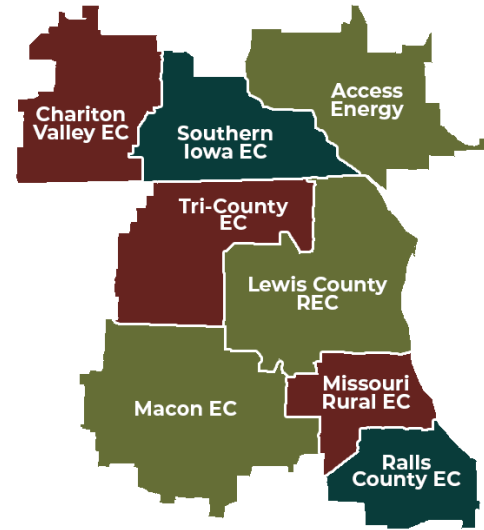
Integrity

Accountability

Innovation

Member-Distribution Cooperatives

Northeast Power’s eight member-distribution cooperatives serve more than 57,000 meters in 33 counties in northeast Missouri and southeast Iowa. This includes over 15,000 miles of distribution line and an average of 3.82 meters per mile.



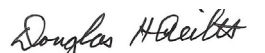
Member-Distribution Cooperative	Connected Meters	Miles of Energized Line
Access Energy Cooperative	9,406	2,245
Chariton Valley Electric Cooperative	6,229	1,354
Lewis County REC	7,285	2,491
Macon Electric Cooperative	11,555	2,896
Missouri Rural Electric Cooperative	5,571	1,118
Ralls County Electric Cooperative	6,454	1,398
Southern Iowa Electric Cooperative	4,760	1,681
Tri-County Electric Cooperative	6,513	1,830

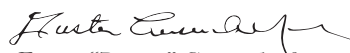
A Message From Our President & CEO/General Manager

Since 1948, Northeast Missouri Electric Power Cooperative (Northeast Power) has been committed to providing our members with safe, reliable and affordable electric transmission service. The last 75 years have encompassed hard work, innovation and integrity – 75 years of giving our all to those we serve. The service we provide to rural northeast Missouri and southeast Iowa is critical. Together with our board of directors, member-distribution cooperatives, Associated Electric Cooperative Inc. (Associated) and other stakeholders, we continue to strive to meet and exceed our mission.

While we look to the future, we reflect on an era of opportunity, adaptation, challenges and achievements. This work has been trying at times, momentous at others, and still we press on. Meeting the needs of our members is why we are here and it is why we continue to thrive. While we look forward to a new era of dedication and achievement, we tip our hat to 75 years of success. Our history is full of relationships built and maintained, communities developed and supported, and the hardworking people who have held it all together. The details chronicled in this report show merely a snapshot of this effort.

Looking ahead, we continue to evolve upon the foundation that was first set 75 years ago. As we celebrate this milestone, we are thankful and honored to remain rooted in the communities we serve as we work toward a new era of dedication and service.


Douglas Acilts
CEO & General Manager


Emery “Buster” Geisendorfer
Board President



Safety-Minded

The safety and well-being of our employees, member-distribution cooperatives and the general public is paramount. For this reason, electric cooperatives are safety-minded. A number of safety goals were achieved in 2022, many of which further solidify the foundation for our overall safety principles going forward. As we work towards a new era of positive, proactive safety culture, we reflect on all of our safety successes since 1948. We recognize that our cooperative is rooted in safety and this dedication will remain well into the future.

RESAP Certification

District II member-distribution cooperative peer-to-peer safety site visits were successfully conducted in 2022. During the visits, Northeast Power utilized NRECA's Rural Electric Safety Achievement Program (RESAP) criteria to evaluate member-distribution cooperative facilities, safety programs and work processes. RESAP includes a framework for continuous improvement of safety performance and culture. For cooperatives that participate in RESAP, these visits help prepare for the formal triennial RESAP audit conducted by the Association of Missouri Electric Cooperatives (AMEC).

In addition, Northeast Power completed its three-year RESAP renewal in 2022. The renewal included leadership commitment,

an on-site safety audit, internal safety health checks and a review of annual performance measures and annual safety improvement plans.

Substation Safety Training

Maintaining a positive safety culture and safe work environment is one of the most important things we can do for our employees and our member-distribution cooperatives. To assist our member-distribution cooperatives in understanding safety precautions surrounding Northeast Power substations, the Substation Safety Awareness Training (SSAT) program was developed in 2020. In late 2021, we recognized the need for an information-

“The substation safety training trailer provides a unique, hands-on learning experience for our employees while ensuring safety remains our number one focus.”

- Dan Ulhorn, Safety & Training Coordinator,
Macon Electric Cooperative

al trailer to assist in this important training. Thus, the Northeast Power team began designing and creating a SSAT trailer, which completed its maiden voyage across our system in 2022. The safety trailer was utilized for the first time during Southern Iowa Electric Cooperative's SSAT at the Davis Substation near Bloomfield, Iowa, in August 2022.

The trailer allows employees to see and touch substation equipment versus only viewing the equipment from a distance in an energized station. The trailer includes numerous substation switches, surge arresters, current and potential transformers, insulators and other substation equipment. In addition, the Northeast Power Control Center plans

to utilize the trailer for training System Operators on substation equipment and their functions.

The trailer was well received and members feel strongly that it is an invaluable addition to the SSAT program.



Josh Langhammer, Macon Electric Cooperative and Justin Roberts, Northeast Power, participate in substation safety training.

Copper Theft

In early 2022, we experienced an increase in copper theft in and around Northeast Power substations. As this poses a serious safety concern, Northeast Power recognized a need for proactively promoting the Copper Theft Reward Program. Developed by Associated, the program offers financial rewards for information leading to the arrest and conviction of persons stealing from or vandalizing electric cooperative facilities of the Associated member systems. The program is managed by a committee of six (6) individuals, one each designated by the G&Ts. Associated manages the tip hotline and will reimburse expenses for approved advertising in addition to any rewards paid.

As most of the thefts were occurring in our Iowa territory, Northeast Power coordinated with our Iowa member-distribution cooperatives to launch a Copper Theft Reward Program marketing campaign that ran

throughout the summer of 2022. This campaign included print material, social media content and radio advertising.

Near-Miss Reporting

Enhancing our safety culture has been a major milestone in recent years and will continue to define us moving into the future. In 2022, Northeast Power re-imagined its near-miss program to foster more participation from its employees. Over the last several years, very few near-miss events had been reported. A culture change in the

reporting process led to a total of eight (8) near-miss reports submitted in 2022. These include near-miss events (when something happened but no one got hurt, but could have) or a hazard (a potential source of harm that needs to be corrected).

Sharing these events is extremely beneficial, so everyone can learn from one another's mistakes and experiences. More importantly, mitigation actions can be implemented to prevent future incidents well in advance.



An aerial photograph of a utility training site. In the center, a tall wooden utility pole stands on a gravel pad. To its left, a white bucket truck is positioned with its boom extended towards the pole. Several workers in high-visibility yellow shirts and hard hats are gathered around the base of the pole and the bucket truck. To the right of the pole, a large pile of cut logs is neatly stacked on a gravel surface. Further right, a white pickup truck is parked. In the foreground, another white bucket truck is parked on a grassy area. To the right of the gravel pad, a group of about ten workers in high-visibility gear are standing on a dirt path. Further down the path, another white bucket truck is parked. In the background, there are more utility poles, a red barn, and a line of trees under a clear blue sky.

Safety Achievement Award Recipient

Northeast Power was one of 35 Missouri electric cooperatives recognized for working safely by AMEC at its annual meeting in October 2022. Employees of Northeast Power worked a total of 128,655 hours without a lost time accident as of December 31, 2022.

Northeast Power member-distribution cooperatives who received this award include Macon Electric Cooperative, Missouri Rural Electric Cooperative, Ralls County Electric Cooperative and Tri-County Electric Cooperative.

Employees participate in AMEC's pole top and bucket truck rescue training.

Reliability- Motivated

Providing reliable electric power is at the core of what we do and our dedicated team in the system control, engineering, substation, transmission and right-of-way departments work tirelessly to ensure the power flows each and every day. The achievements of these departments are substantial, emphasizing our 75-year history of bringing power to rural America. The next few pages highlight a snapshot of important projects completed in 2022.



Northeast Power employees review construction plans onsite at Novelty Substation.

Novelty Upgrade

In early 2022, the Novelty Substation underwent a major upgrade. Northeast Power set a goal of six (6) weeks to complete the work with the intent of minimizing the duration of an irregular Novelty power system configuration for the members of Lewis County REC. The goal was to energize the new three-phase transformer in a safe and timely fashion. Remaining true to the sixth cooperative principle, “Cooperation Among Cooperatives,” Lewis County REC and Northeast Power employees worked diligently together to achieve this goal safely, successfully and punctually.

The tasks for this project were multi-faceted, includ-

ing an expansion of the substation ground grid and equipment foundations, transmission line reconfiguration and a series of conductor and bus work modifications. The final phases of the project included installation and testing of a new three-phase transformer, circuit switcher and low-side breaker and commissioning the substation for functionality with Northeast Power’s Supervisory Control and Data Acquisition (SCADA) system, allowing the power system to be monitored and controlled remotely.

The Novelty Substation upgrade was safely and successfully completed in June 2022 when the load was placed on the transformer and both Lewis County REC and



Northeast Power employees finalize transformer secondary connections at Novelty Substation.



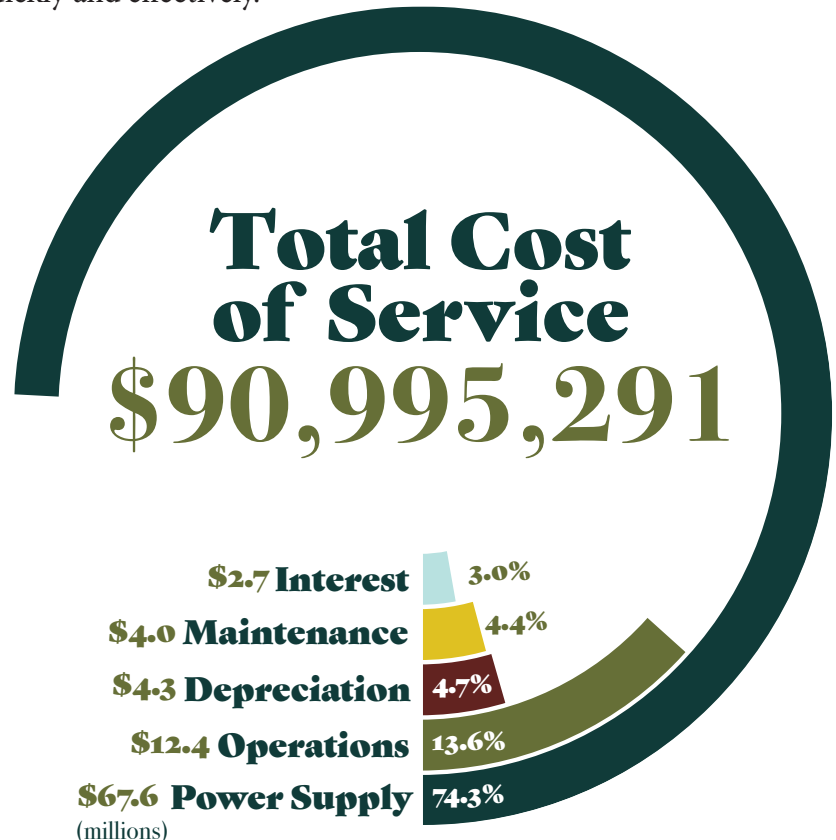
Novelty Substation following construction completion.

Northeast Power electrical systems were returned to normal operation. The finishing touches included dirt modifications outside of the station, gravel installation inside of the station and planting grass seed to alleviate any potential erosion issues.

Distribution Reclosers

Northeast Power assisted our member-distribution cooperatives with upgrading distribution feeder reclosers in substations for many years. In the past few years, Northeast Power and member-distribution cooperatives have coordinated to provide SCADA access to the reclosers, allowing them to be viewed and controlled remotely. In the past, a utility worker had to be on-site to determine whether a recloser was open or closed and had to manually control the recloser. Now, distribution cooperatives and the Northeast Power SCADA

system can view accurate, real-time data allowing them to make decisions quickly and effectively.



Improvements to Right-of-Way Maintenance

When a new transmission power line is constructed, one of the first steps is to clear the trees from the path the line will take. Once the line has been constructed, the trees begin to grow back into the right-of-way. Therefore, periodic side trimming of trees is required to maintain the safety and continued reliability of the transmission system.

As part of a pilot program to move a portion of our right-of-way side trimming maintenance in-house, Northeast Power leased a Kershaw Skytrim 75 G3 right-of-way side trimming machine, which arrived in January 2022. The purpose of this pilot is to evaluate the potential for better management of costs, work scheduling and more.

This machine, paired with existing right-of-way maintenance equipment, expands the capabilities

of Northeast Power vegetation control crews. The equipment was deployed in January near the Hunnewell Substation.

Throughout 2022, Northeast Power crews along with a contract crew, worked to trim unwanted growth from the sides of the rights-of-way. Together, nearly 200 miles of right-of-way were trimmed in 2022.

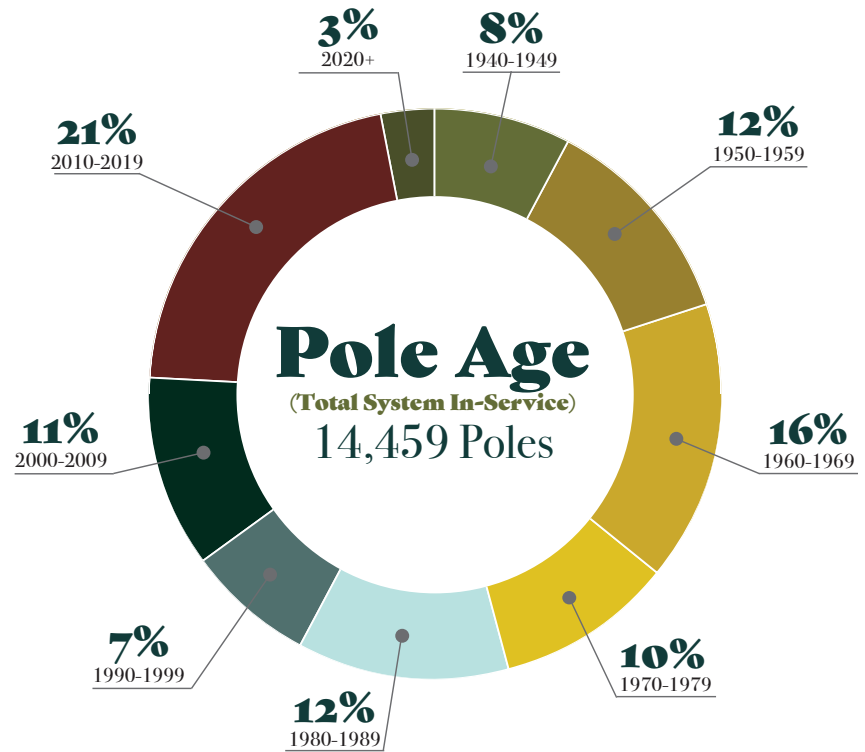


Replacing Aging Infrastructure

Northeast Power's transmission system consists of 1,005 miles of high-voltage transmission line. Every mile of line on the system is inspected annually to ensure public safety and continued reliability. This inspection is performed utilizing a combination of foot and motorized patrols. During inspections, crews look for anything that could contribute to a disruption in electric service or be a safety concern.

Crews visually inspect the condition of cross arms, poles, conductor, insulators, suspension insulators, electrical connection points, ground wires and switches. This inspection process has led to the replacement of more than 860 poles since 2019. Today, nearly 35% of the 14,459 poles in Northeast Power's service territory are less than 20 years old.

Annual inspection of our transmission lines is a critical process to ensure continued reliability. Our commitment to provide safe and reliable power to our members is shown through our proactive approach to problem identification and transmission line maintenance.



Spalding 161 kV Upgrade

The Spalding 161 kV upgrade expanded the existing bus into a ring bus configuration to accommodate an additional Ameren Missouri 161 kV transmission line. The ring bus expansion allows Ameren to connect a new 161 kV line from the Finn 161 kV substation and eliminates a three (3) terminal 161 kV line on the Ameren system. The elimination of this line will improve reliability on the Northeast Power system, as these 161 kV lines are a strong source for our 69 kV network.

The project began in July 2022 with below grade work including drilled pier foundations, underground fiber, conduit banks and ground grid connections. The above-grade steel construction was completed in September 2022 with major equipment and bus work installation following shortly thereafter. Control panel installation, conductor and control cable wiring and terminations were completed and tested in December 2022.

Drone Program

Northeast Power employs fourteen (14) Federal Aviation Administration (FAA) certified drone pilots. A utility drone program can offer a lot of benefits, and after recognizing those potential benefits via our two (2) Parrot Anafi drones, we decided to obtain a more robust drone for improved operations and better visualization. In January 2022, Northeast Power purchased a DJI Matrice M300 drone to add to our fleet.

The new drone is used for a variety of different projects, including power line and substation infrared inspections. Each time the drone takes a picture with its camera, it captures a wide-angle image, a close-up image and an infrared image. This technology will allow Northeast Power to quickly find and efficiently

address failing equipment in substations and on power lines, as well as obtain nameplate information and closely inspect equipment from heights.

The greatest feature of the drone is its contribution to safety. In the past, Northeast Power would have to de-energize the equipment to be inspected or work near energized equipment, often resulting in an employee climbing a structure to perform inspections. With the drone, an employee can safely inspect each piece of equipment from the ground, reducing the number of situations requiring employees to work from heights. This will also save employees from having to cross dangerous ditches or bluffs to find a fault or inspect a structure.



Winter Storm Elliott

The final days of 2022 went out with a winter blast. From December 22-24, the Northeast Power system faced the brunt of a winter storm system that brought brutal cold, wind and snow to the Midwest. Across much of Northeast Power's service territory, wind chills reached negative 35 degrees with 50-plus mile per hour wind and snow.

Northeast Power kept the power on while a new all-time member peak was set December 23, 2022 at 291 megawatts (MW). For historical context, the previous peak record was set during Winter Storm Uri, when the Northeast Power system reached a 289 MW peak February 15, 2021. This recent extreme weather event stressed the system with three (3) hours at or above Uri's highest peak hour demand.

Associated's diverse generation portfolio proved to be a critical component for the system. During

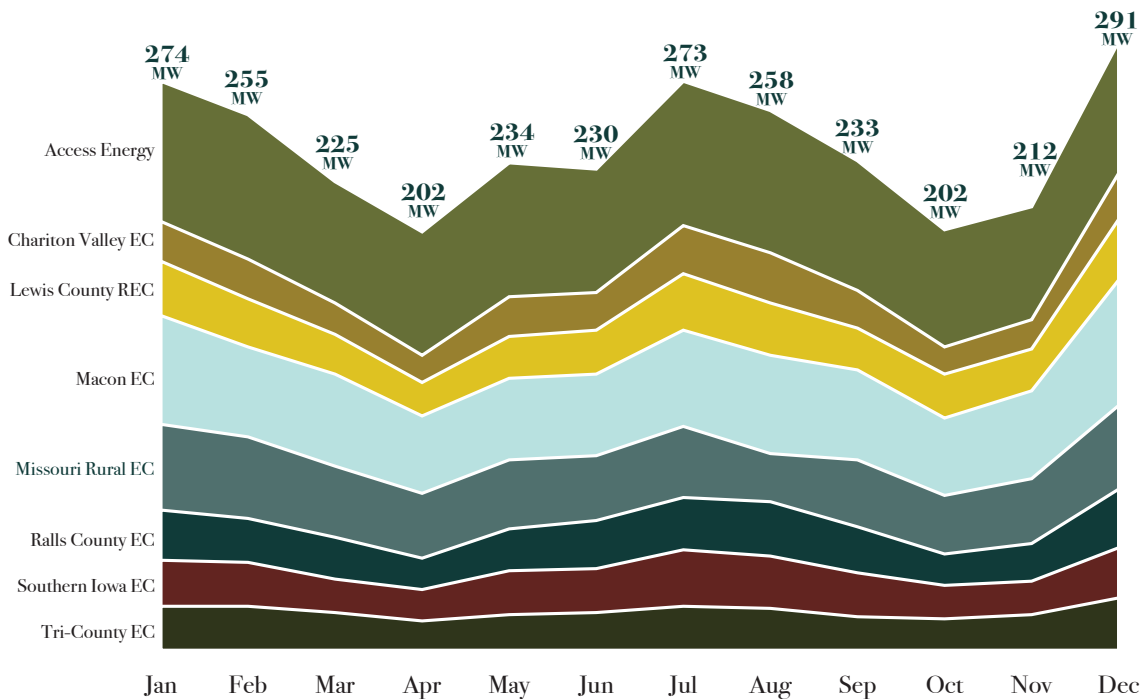
the 9:00 a.m. peak hour December 23, Associated met close to 100% of member load with its resources, generating 2,323 MW from coal plants and 2,176 MW from gas plants and receiving 552 MW from contracted wind.

In the end, preparedness and a diverse generation portfolio ensured reliability once again.

“Northeast Power’s maintenance program allowed the system to perform well during the storm, with crews dealing with only a few air pressure alarms.”

- Kevin Sydenstricker,
System Operator Manager,
Northeast Power

Peak Demand by Co-op by Month



Process-Oriented

Northeast Power's accounting and finance department typically works behind the scenes to assist with our cooperative's success. In 2022, the accounting department took on an initiative which affected all departments and many functional areas of the cooperative.

Enterprise Resource Planning System

In early 2021, the accounting and finance department began to search for a new enterprise resource planning system (ERP) to replace several legacy systems. Some of these systems were nearing vendor obsolescence and all were operating in a separate, non-integrated manner.

In summer 2022, after much effort from both the accounting and finance and information services and technologies departments, Northeast Power went 'live' with the National Information Solutions Cooperative

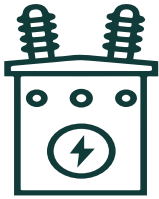
(NISC) iVUE ERP software. iVUE integrates web- and phone app-based time entry, accounts payable invoice approval and documentation, inventory management, work order tracking, month-end closing, general ledger financial reporting and more, all in one seamless system.

This effort was a true testament to the dedication and teamwork of our employees, working tirelessly to bring about new and more efficient processes. Looking ahead, we are excited for the efficiencies and capabilities this software will provide for many years.



Left to Right: Rachel Bemis, Alan Embree, Amber Summers, Kristi Weatherford, Jake Lovelace, Abe Gray, Missy Kizer, Rick Steidinger, Bill Treaster

2022 at a glance...

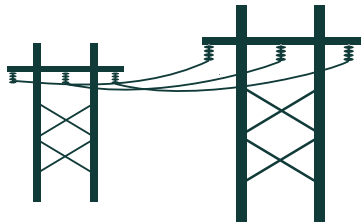


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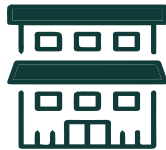
**combined distribution
substations, switch stations
and transmission stations**

1,005

**miles of
transmission line**



57,000+



**homes, farms and businesses
served by our member-
distribution cooperatives**

Total Revenue

\$91.2 million

Net Margins

\$2.5 million

Total Assets

\$180.1 million

Total Equity

\$70.6 million

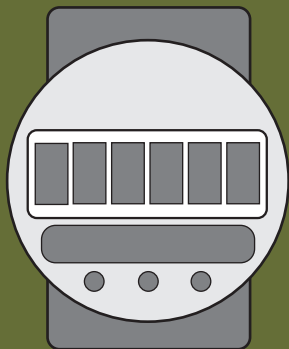
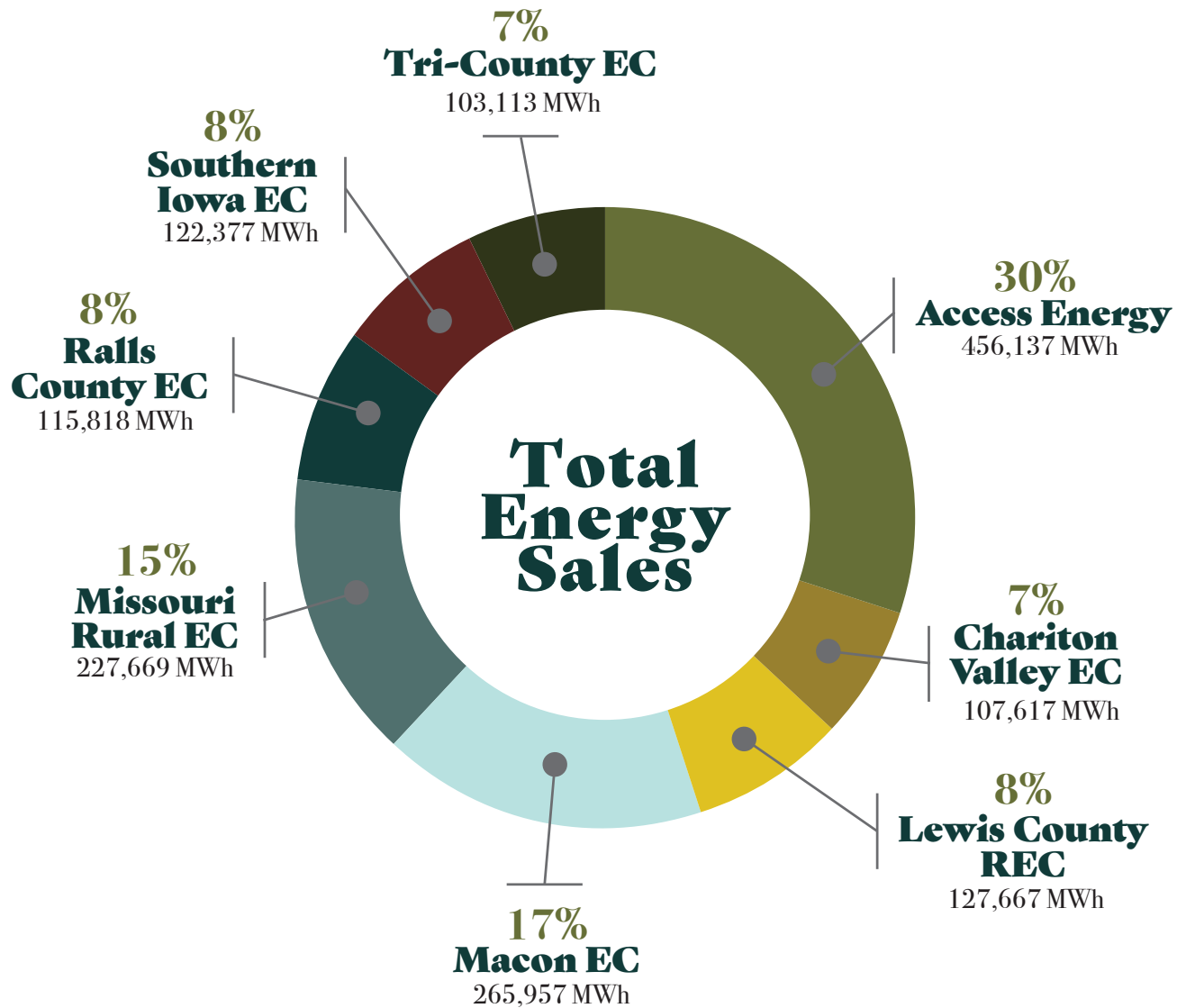
Capital Credits

Retired in 2022:

\$2.7 million

Retired to Date:

\$52.9 million



1,526,355

total MWh delivered

Technology-Driven

Throughout the ages, enhancing reliability and resiliency is an overarching theme of our information services and technologies (IS&T) department. Each new year has brought on new technology and innovation that our dedicated team has embraced and implemented. 2022 was no different, with advancements in a failover firewall, two-way communications at bulk electric system (BES) sites, disaster recovery security virtual clusters and more.

Failover Firewall

A firewall is the gatekeeper between Northeast Power and the Internet and is critical to maintaining business functionality. To mitigate this single point of failure risk, IS&T added a failover firewall system in 2022. This system includes a method of protecting our systems from failure in which standby equipment automatically takes over if a main system fails. Therefore, if our gatekeeper were to fail, our systems will now automatically failover to a secondary firewall and business functionality will not be impacted.

Two-way Communication

Northeast Power supports and maintains a fiber ring network communications path. In 2019, a break in the fiber caused an outage at a

bulk electric site (BES). Upon reevaluation of our fiber ring network, IS&T found it could connect communications from two (2) different directions for the BES sites at the same time. This provides enhanced reliable communication and expands on the utilization of the existing communications network.

Virtual Infrastructure

Virtual infrastructure allows IS&T hardware resources to be spread across multiple software platforms. Northeast Power embraced virtual infrastructure several years ago and has continued to expand on site reliability. In 2022, IS&T added a secondary physical location to the security virtual computer systems. This disaster recovery location provides site reliability and resiliency for some of our critical security infrastructure.



529k+

Emails Received



1,875 Email
Viruses Terminated

Member-Centered

Electric cooperatives are member-centered. Within Northeast Power's mission lies the term "value-added services." We boast a rich history of providing more to our member-distribution cooperatives than just energy. This legacy of going the extra mile for our members is emphasized in our member services department. Our dedicated member services team offers a variety of unique "opportunities," including specialized training, graphic design assistance, unique programs and more.

Energy in Today's Classroom

Each year, electric cooperatives send local teachers to a two-day "Energy in Today's Classroom" course, which is hosted by Central Electric Power Cooperative. This year, the course was held in August at the University of Missouri Agricultural Engineering building in Columbia, Missouri.

In partnership with its member-distribution cooperatives, Northeast Power sponsored six (6) teachers for the program in 2022. The course included speakers from the University of Missouri, Central Electric Power Cooperative, Associated and Ameren. Topics covered during the lectures included energy basics, energy sources, economics and energy production, energy efficiency and conservation and power generation and transmission. In addition, the teachers were able to tour the power generation station at the University of Missouri's power plant.

The overall objective of the

course is to provide educators with an understanding of the electrical industry, offering them the opportunity to share factual and engaging information in the classroom setting. During the course, the teachers were provided with hands-on demonstrations of electrical teaching aides that can later be used in their classrooms, as well as materials to utilize in their lessons.

Sharing Success

Another important program includes grant funding available through Northeast Power's partnership with CoBank. CoBank's Sharing Success program offers matching grant funding to benefit eligible non-profit entities for the purpose of community betterment. Northeast Power will consider applying for CoBank Sharing Success funds at the request of our member-distribution cooperatives for eligible organizations and projects throughout our service area. This year, four (4) applications for Northeast Power's grant funds were approved, each in the

amount of \$2,500. With CoBank's match, Northeast Power was able to provide \$5,000 to each of these deserving projects.

Two grants were awarded in Southern Iowa Electric Cooperative's territory. The Floris Fire Department requested funding to assist with a

building expansion and the Davis County Ag. Society requested funding to replace an aging restroom facility. A grant was approved in Tri-County Electric Cooperative's territory on behalf of the Scotland County Fitness Center to purchase updated weight machines. Finally, a grant was awarded in Chariton Valley Electric Cooperative's territory

to assist in starting the Dolly Parton Imagination Library program in Monroe County, which provides books monthly to the youth in the area.

“We greatly appreciate the partnership which provided a grant large enough to fund the first two years of an amazing program for children under five years old. This partnership will make a positive difference for children in the community.”

- Tod Faris, Economic Development and Community Relations Manager, Chariton Valley EC

A Sharing Success Grant is awarded to Carnegie-Evans Albia Public Library to help launch the county's Dolly Parton Imagination Library.



Additional Projects

Northeast Power was pleased to have the opportunity to assist with several additional member-centered projects throughout the year including video production, website assistance and infographic creation, while also providing training opportunities and serving in multiple community-based organizations.

Spotlight on Excellence Awards Recipient

For the second year in a row, Northeast Power received recognition in the national 2022 Spotlight on Excellence Awards program, sponsored by the Council of Rural Electric Communicators (CREC) and the National Rural Electric Cooperative Association (NRECA). Northeast Power received a Silver Award in the category Best Annual Report for “Better Together.” Alicia Doran, Member Services Specialist, designed the award-winning report with assistance in writing and review from Allie Bennett, Manager of Economic Development and Member Services.

Community-Focused

Electric cooperatives are community-focused. We are in the business of powering rural America in more ways than simply delivering safe, reliable and affordable energy. Since our inception, Northeast Power's community and economic development efforts have emphasized this dedication.

Revolving Loan Fund

A relatively new program in Northeast Power's economic development tool belt is our revolving loan fund (RLF). In 2022, Northeast Power approved a RLF loan to assist Double L Investments, LLC in the acquisition of Rose Hardware, a hardware store located in Memphis, Missouri. When the store went up for sale in spring of 2022, a young couple in the community recognized the need for keeping the important local business in the community. Eric and Nikki Long worked diligently on a business plan and financial projections in coordination with the Small Business Development Center in Kirksville, Missouri in order to make this dream a reality. Eric reached out to Northeast Power regarding our RLF in June 2022. In coordination with a local bank, Northeast Power's RLF was able to fund

this project and closed on the loan in November 2022.

REDLG Program

Northeast Power continues to participate in the USDA Rural Economic Development Loan and Grant (REDLG) program with several projects in 2022. One notable project included working with the Van Buren County Community School District, located in southeast Iowa. The school serves students in Van Buren County, as well as portions of Henry, Lee and Davis counties. Due to higher enrollment at their middle and high school located in Keosauqua, the district undertook an expansion and renovation project to bring much needed amenities to both students and staff. Northeast Power supported this project with a \$360,000 loan through the USDA REDLG program, while partnering with Access Energy Cooperative and Southern Iowa Electric

Cooperative who provided loans from each of their RLFs. This loan closed in June 2022.

Hannibal Regional Port Authority

Northeast Power gives back to its communities through a variety of community and economic development efforts. One project that highlights this commitment included an effort in coordination with Missouri Rural Electric Cooperative to install a billboard for the Hannibal Regional Port Authority. Missouri Rural Electric Cooperative staff serve on the newly established Port Authority board and Northeast Power staff serve on the Hannibal Regional Economic Development Council board. To assist the port in marketing its new location in Taylor, Missouri, Northeast Power crews designed and installed the sign structure. Missouri Rural Electric Cooperative assisted in the acqui-

sition and purchase of the materials for the sign. This sign will serve as a beacon for generating attention for commercial and industrial development at the new site.

Missouri Northeast Marketing

Regionalism is an important pillar of Northeast Power's economic development efforts. With the help of Northeast Power staff, Missouri Northeast launched a new website in 2022, missourinortheast.com. Missouri Northeast is a coalition of communities and organizations cooperatively marketing the region to attract new investment and help existing businesses expand. Northeast Power is proud to support this organization's forward-thinking efforts in regional development. The organization has presence on the regional, state and national level

with an emphasis on marketing the region to prospective new industries, networking, economic development, education and providing a common voice on issues that affect the region.

Workforce Housing Initiative

Economic development takes on various forms. From entrepreneurship to workforce development, there is always a lot of work to be done.

Working with a company called Hometown Housing, several member-distribution cooperatives and Northeast Power are leading an effort to understand and identify solutions to workforce housing shortages in the region. Hometown Housing helps analyze the current housing market, uncover op-

portunities that exist and assist with program development for sustainable solutions to local housing needs.

For Tri-County Electric Cooperative, the first phase of this process was completed in September 2022. Hometown Housing and Tri-County Electric Cooperative analyzed the current housing market to determine what was needed. This was done through housing surveys and employer-led workshops that included voluntary individual employee meetings. Through employee/employer engagement, as well as partnerships with local realtors, developers and bankers, Hometown Housing strives to create a housing ecosystem focused on creative solutions.

In October 2022, the Hometown Housing team found a solution for a local nurse and her family with a "rent-to-own" model that allowed them to purchase the home she had rented for eight (8) years. The owners had planned to sell the house and the family would have been forced to relocate.

As we look towards a new era of rural growth and prosperity, Northeast Power's economic development team is proud to continue to empower our communities with new and enhanced tools, programs and resources.



The Hannibal Regional Port Authority sign was installed by Northeast Power employees.

Employee-Inspired

The legacy of Northeast Power is rooted with our people. The many men and women who have given their time to our organization over the past 75 years will never be forgotten, each of them leaving an impact in their own way. 2022 welcomed many new faces to Northeast Power. Re-focusing on our employees included more than just filling gaps, it meant designing new programs and offerings and remembering the true heartbeat of our organization.



New hires Joel Hill and Logan Cumby onboarding.

Employee Survey

As a result of our 2022 employee survey, Northeast Power identified a need for increased internal communication. To meet this need, we added multiple display signage televisions around headquarters. These TVs are on a timer and loop through information relevant for all employees. The content can be modified at any time and has been very useful in communicating safety information, highlighting upcoming events and celebrating the completion of important projects.

Performance Management System

Dedication to employee connectedness rang true

throughout our year in 2022. A new performance management system, Trakstar, was implemented to help employees and supervisors stay better connected with their goals and expectations.

New Employee Benefits

Our people are our number one resource at Northeast Power and caring for them is of utmost importance. For this reason, the Northeast Power Board of Directors approved the addition of vision and dental insurance for employees, effective January 2023. This offering was just one of the ways we worked hard to give back to our employees in 2022.

Hiring

Our administrative team conducted 105 interviews in 2022. This included filling 16 positions resulting from retirements and departures and promoting two (2) individuals. In reflecting on these numbers, we truly realize that our employees are the foundation of each of our

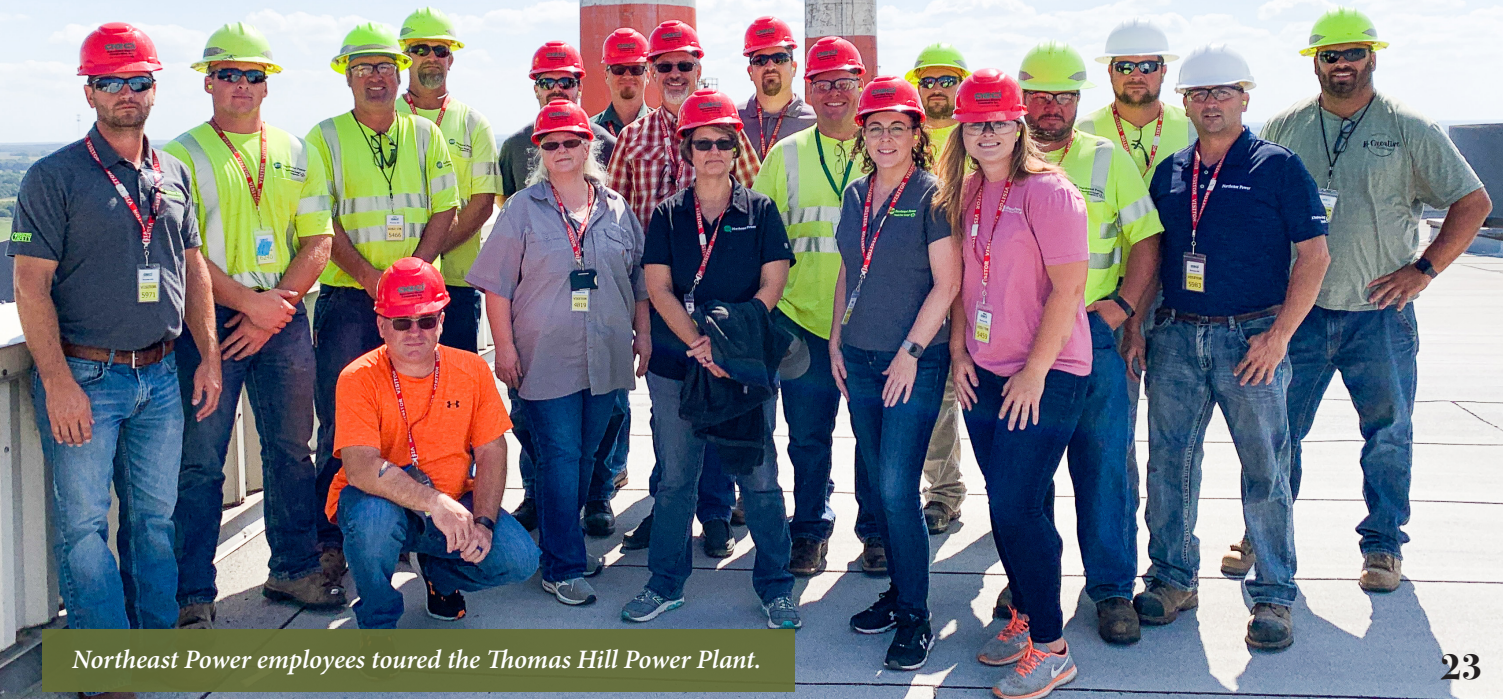
past successes and will continue to define us into a new era of success.

While we are a relatively young team, we are ambitious and ready to continue to enhance and improve this organization well into the future.

 **105**
Interviews

 **16** New
Employees

 **2**
Promotions



Northeast Power employees toured the Thomas Hill Power Plant.

Board of Directors

Northeast Power's 18-member board of directors is comprised of two (2) directors from each of the eight (8) member-distribution cooperatives and two (2) directors from Associated. The board meets monthly and is tasked with working cooperatively to direct our affairs. We would like to thank retiring Director David Wright, Missouri Rural Electric Cooperative, for 19 years of service, 11 of those as Vice President for Northeast Power's board.



President
Buster Geisendorfer, Jr.
Lewis County REC

Vice President
Kenny McNamar
Tri-County Electric Cooperative

Secretary//Treasurer
Marvin Newton
Access Energy Cooperative

John Bledsoe
Associated Electric
Cooperative Inc.

Jay Collins
Macon Electric Cooperative

Dick Disselhorst
Missouri Rural Electric
Cooperative

Darrell Downing
Southern Iowa Electric Cooperative

Fred Hickenbottom
Access Energy Cooperative

John Killgore
Associated Electric
Cooperative Inc.

Sharon Leake
Ralls County Electric Cooperative

Mike Miller
Chariton Valley
Electric Cooperative

Butch Pennewell
Missouri Rural Electric Cooperative

Mike Schantz
Lewis County REC

Joe Sebolt
Tri-County Electric Cooperative

Danny Smithson
Macon Electric Cooperative

Earl Trachsel
Southern Iowa Electric Cooperative

Richard Welsh
Chariton Valley Electric Cooperative

Tom Wooten
Ralls County Electric Cooperative



Northeast Power Welcomes New Director

Ollie (Butch) Pennewell was elected as the newest member of the Northeast Power Board of Directors in October 2022. Butch has served on the Missouri Rural Electric Cooperative Board of Directors for eight (8) years.

Our People Are the Difference

Behind the scenes of Northeast Power you will find talented, dedicated employees - the kind of people who make our cooperative great. These individuals work tirelessly to support our cooperative's mission and provide for our members. Reflecting on 75 years of accomplishments, we turn our sights to the future. Our employees are strong and focused, steadfast and, most of all, dedicated to our mission of providing safe, reliable, affordable electricity and value-added services.



Executive Team

Douglas Acilts, PE
CEO and General Manager

Allie Bennett, DBA
Manager of Economic
Development and Member Services

Molly Faudere
Administrative Assistant

Abraham Gray, CPA
Chief Financial Officer

Joseph Lemen
Manager of Safety and Compliance

Skyler Wiegmann, PE
Chief Operations Officer

Landon Zaborowski
Manager of Information Services
and Technologies

Accounting

Rachel Bemis
Staff Accountant/Payroll

Missy Kizer
Controller

Jake Lovelace
General Maintenance Technician

Rick Steidinger
Purchasing Manager

Amber Summers
Assistant Controller

Bill Treaster
Warehouseman

Kristi Weatherford
Staff Accountant/Accounts Payable

Control Center

Tess Bogue
System Operator

Troy Detwiler
Apprentice System Operator

Lane Lay
Apprentice System Operator

David Jones
Apprentice System Operator

Shawn McCleery
System Operator

Mike McCutchen
System Operator

Adam Smoot
System Operator

Marshall Sprague
Apprentice System Operator

Kevin Sydenstricker
System Operator Manager

Engineering

Brett Douglas
System Engineer

Brian Fuqua
System Engineer

Quentin Gehring, PE
Engineering Manager

Misty Hancock
Engineering and Operations
Office Assistant

Dustin Leach
System Engineer

Jason Powell
System Engineer



New Chief Operations Officer

Skyler Wiegmann was promoted to the position of Chief Operations Officer in January 2022, following the retirement of Kevin White. Skyler has been with Northeast Power since 2009 and served in many leadership roles prior to being named COO.



Josh Hirner climbs a pole during AMEC's pole top rescue training.

Engineering (cont.)

Zach Riney
System Engineer

Jared Stewart
Right-of-Way and GIS Manager

Information Services & Technologies

Chris Billups
Systems Analyst

Tim Goehl
Telecommunications Technician

Merritt Lomax
Systems Analyst

Drew Moyer
Telecommunications Technician

Kevin Scholl
Network and Communications Services Manager

Phil Scifres
Apprentice Telecommunications Technician

Member Services

Alicia Doran, CKAE
Member Services Specialist

Safety & Compliance

Alexis Locke
Office Assistant

Substation

Jerry Daniels, III
Substation Technician

Richard Epperson, Jr.
Substation Technician

Joel Hill
Apprentice Substation Technician

A.J. Holtschlag
Substation Foreman

Justin Roberts
Substation Manager

Corey Schmohe
Apprentice Substation Technician

Jessie Snow
Apprentice Substation Technician

Transmission

Josh Chinn
General Construction Foreman

Logan Cumbly
Utility Groundman

Tanner Elam
Apprentice Lineman

New Manager of Safety and Compliance

Joseph Lemen joined Northeast Power's team in January 2022, following the retirement of Doug Drake. Joe has worked in the electric cooperative industry for 11 years.



Luke Frericks
Utility Groundman

Steve Gottman
Palmyra Crew Foreman

Dave Henderson
Steuben Crew Foreman

Josh Hirner
Journeyman Lineman

Anthony Huber
Journeyman Lineman

Jeremy Hudson
Journeyman Lineman

Michael Jeffries
Transmission Manager

Cyle Jones
Utility Groundman

Tom Pearn
Equipment Operator

Cole Pennewell
Apprentice Lineman

Jimmy Porter
Equipment Operator

Jimmy Powell
Utility Groundman

Dalton Rockhold
Apprentice Lineman

Damon Scott
Journeyman Lineman

Nick Semkin
Garage Mechanic

Matt Simmons
Journeyman Lineman

Steve Smith
Palmyra Crew Foreman

Jamie Taylor
Journeyman Lineman

Retirements

Bob Leake
Palmyra Crew Foreman
35 Years of Service

Alan Embree
Accountant
31 Years of Service



Cole Pennewell received recognition for setting a new state record for the fastest pole top rescue during the AMEC pole top rescue certification course.



Matt Simmons operates a forklift during the forklift certification course.



Employees and families attended the United Way Evening of Philanthropy where Madi Weatherford was awarded Young Philanthropist of the Year. (Photograph by Alisha Cogdal, BA Photography and Films)

A Legacy of Community Service

Efforts to assist our communities during growing economic hardships only grew in 2022. Our employees continued to give back to their communities immensely, being active in youth and religious organizations and serving on community and economic development boards. Northeast Power's employees participated in a variety of community development projects and services in 2022, including several Big Truck Night events, a Trunk-or-Treat during the Taste of Palmyra, a canned food drive and the adoption of two (2) families during the Christmas Adopt-A-Family program. Our employees don't just give of their time, they are diligent in giving financially to help those in need as well and 2022 was no different. United Way contributions topped more than \$61,800 in 2022, exceeding the 2021 contribution total.

Our employees' commitment to community even reaches into the hearts of our youngest cooperative family members. Madi Weatherford, daughter of Kristi (Chris) Weatherford, was awarded Young Philanthropist of the Year for her work with her non-profit organization, Madi's Kindness Projects. Northeast Power was honored to present Madi with the award and support her legacy of community service.

On the Cover: Artwork illustrated by Alicia Doran, Member Services Specialist, from drawing sample found on old cooperative documents.

On the Cover: Northeast Power logo rendered in the 1980s and considered the first official logo for the cooperative.

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Northeast Power

A Touchstone Energy® Cooperative 

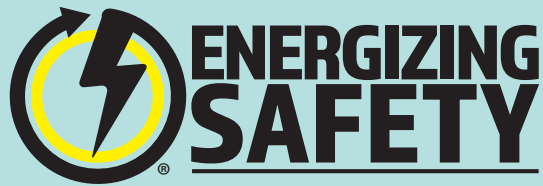
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