

*of the members  
by the members  
for the members*

**Northeast Power  
2024 Annual Report**

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# *A message from our* President and CEO/General Manager

No words have ever rang truer, supported democratic unification or paved the path for the future of our nation quite like those of President Abraham Lincoln in 1864 during the *Gettysburg Address*. One could also say those words would build the foundation and pave the future for electric cooperatives across our nation. Eighty-four years later, Northeast Missouri Electric Power Cooperative's (Northeast Power) own journey would begin. On February 2, 1948, board members of three (3) Missouri-based distribution electric cooperatives banded together, forging a path forward to ensure electricity would be available for all people.

Our mission statement has expanded over the years to encompass an ever-changing landscape of energy needs, but at its roots, we remain committed to the most important aspects of transmission electric cooperative service, "To power our members with safe, reliable, affordable electricity and value-added services."

As the highlights of 2024 come into view, we find a parallel drawn between the words and meaning of President Lincoln's famous speech and our steadfast dedication to the work we do. This includes our commitment to reliable services, the unity of our members and our dedication to our mission. 2024 encompassed a balance of financial and construction strategy in an effort to meet the growing need for energy, all while remaining safe, reliable and affordable.

One hundred and sixty years have now passed since Lincoln gave an address that would become one of the most famous and treasured speeches of our nation's history. As we turn the pages through our own history, we see without any doubt that electric cooperatives were formed based on a unified path forward, or in similar words of President Abraham Lincoln...*of the members, by the members, for the members.*



*Douglas H. Aeilts*

Douglas H. Aeilts  
CEO and General Manager

*Emery "Buster" Geisendorfer*

Emery "Buster" Geisendorfer  
Board President



## *Mission*

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

## *Vision*

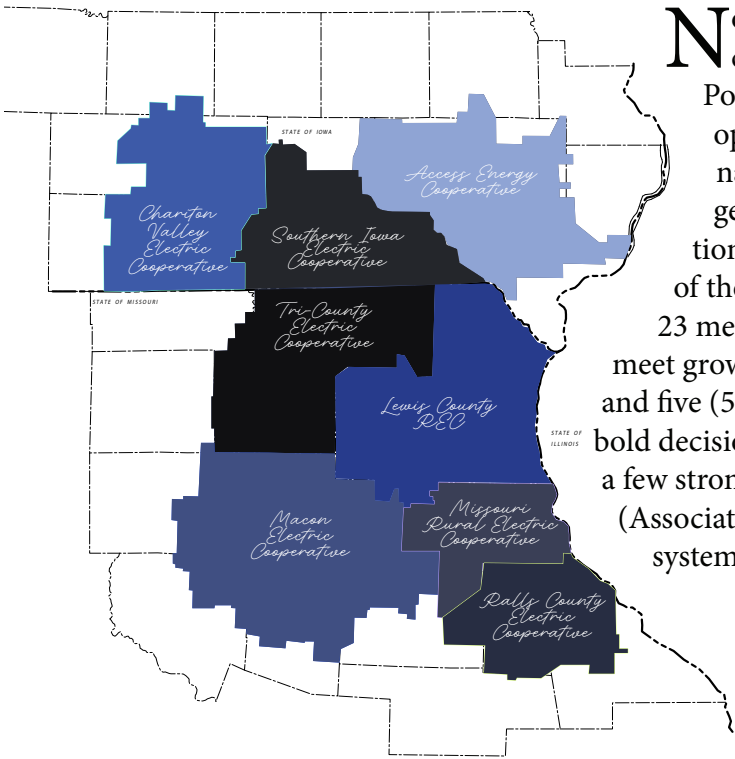
Leading the way as a trusted  
energy partner promoting  
a unified membership with  
engaged employees.

## *Values*

Safety  
Integrity  
Accountability  
Unity  
Innovation



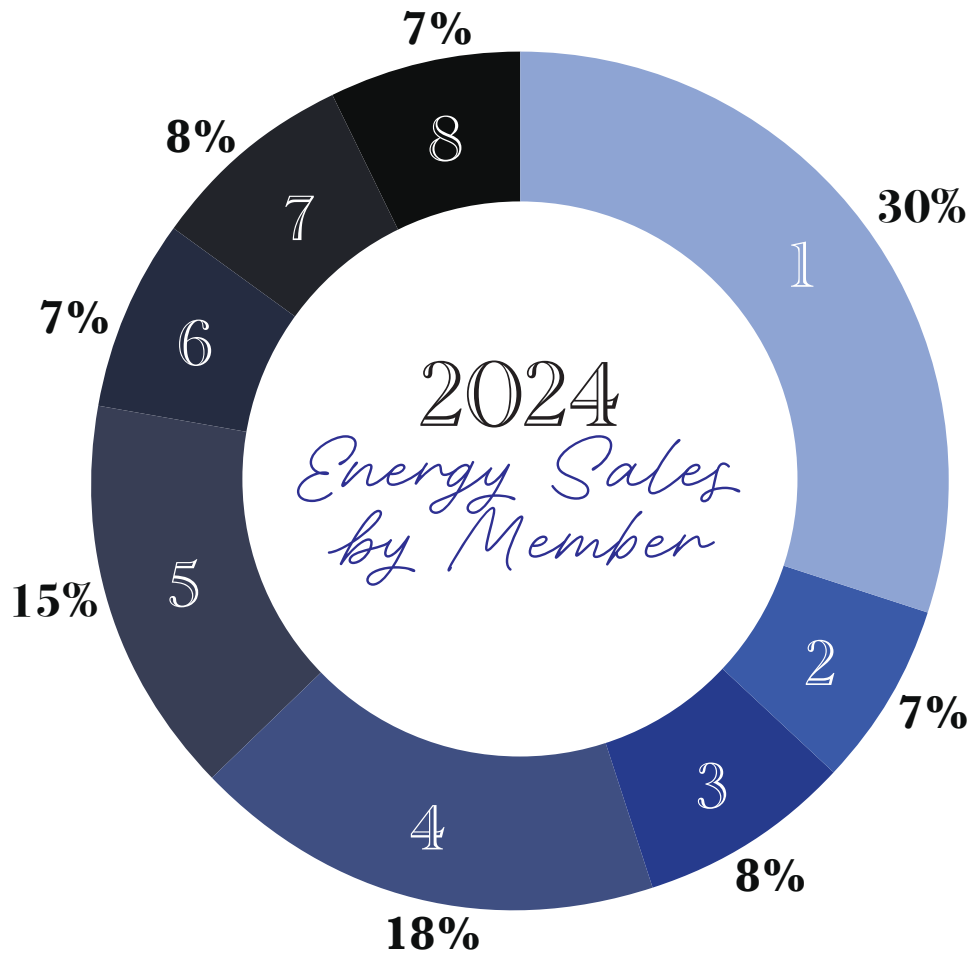
# Doing what was right for our Member-Distribution Cooperatives



Northeast Power is a not-for-profit transmission electric cooperative headquartered in Palmyra, Missouri. Northeast Power was founded by three (3) rural distribution electric cooperatives in northeast Missouri on February 2, 1948. Originally, Northeast Power was responsible for providing electric generation and transmission services to our member-distribution cooperatives. From 1950 to the late 1960s, along the bank of the Mississippi River, the South River Plant generated nearly 23 megawatts (MW) for Northeast Power's members. In 1961, to meet growing demand and prepare for the future, Northeast Power and five (5) other generation and transmission cooperatives made the bold decision to come together, bringing their resources, ideas and a few strong opinions, to form Associated Electric Cooperative Inc. (Associated). Therefore, a unique, three-tiered electric cooperative system was born.

Today, Northeast Power is proud to serve eight (8) member-distribution cooperatives - three (3) in southeast Iowa and five (5) in northeast Missouri, with more than 57,000 meters in 33 counties.

Member-Distribution Cooperative	Connected Meters	Miles of Energized Line	Density per Mile
Access Energy Cooperative	9,431	2,316	4.07
Chariton Valley Electric Cooperative	6,316	1,358	4.65
Lewis County REC	7,393	2,243	3.29
Macon Electric Cooperative	11,651	2,903	4.01
Missouri Rural Electric Cooperative	5,651	1,115	5.06
Ralls County Electric Cooperative	6,563	1,406	4.67
Southern Iowa Electric Cooperative	4,810	1,676	2.86
Tri-County Electric Cooperative	6,594	1,837	3.59



1 Access Energy Cooperative 430,792 MWh

2 Chariton Valley Electric Cooperative 99,565 MWh

3 Lewis County REC 121,845 MWh

4 Macon Electric Cooperative 258,564 MWh

5 Missouri Rural Electric Cooperative 224,783 MWh

6 Ralls County Electric Cooperative 108,727 MWh

7 Southern Iowa Electric Cooperative 114,435 MWh

8 Tri-County Electric Cooperative 95,348 MWh

1,454,058 MWh  
*(megawatt-hours)*

# *Upholding the Seven Cooperative Principles*

## Board of Directors

At every level of our three-tiered system, we strive to uphold the Seven Cooperative Principles. Following these principles helps to unify the vision of electric cooperatives and ensure we are operating in a manner that puts our members first. Electric cooperatives were formed to give every person, regardless of income or geographic location, an equal and fair opportunity to access affordable and reliable electricity.

The second cooperative principle, “Democratic Member Control,” helps establish the organizational structure and decision-making authority of electric cooperatives through the election of directors by the membership. Northeast Power’s Board of Directors is made up of two (2) directors from each of the eight (8) member-distribution cooperatives and two (2) directors from Associated.



*President*  
**Emery “Buster” Geisendorfer**  
Lewis County REC



*Vice President*  
**Kenneth McNamar**  
Tri-County Electric Cooperative



*Secretary/Treasurer*  
**Marvin Newton**  
Access Energy Cooperative



**John Bledsoe**  
Associated Electric  
Cooperative Inc.



**James Collins**  
Macon Electric Cooperative



**Richard Disselhorst**  
Missouri Rural  
Electric Cooperative



**Darrell Downing**  
Southern Iowa  
Electric Cooperative



**Fred Hickenbottom**  
Access Energy Cooperative



**Connie Ketsenburg**  
Ralls County  
Electric Cooperative



**John Killgore**  
Associated Electric  
Cooperative Inc.



**Norman Major**  
Chariton Valley  
Electric Cooperative



**Ollie "Butch" Pennewell**  
Missouri Rural  
Electric Cooperative



**Michael Schantz**  
Lewis County REC



**Joseph Sebolt**  
Tri-County Electric Cooperative



**Daniel Smithson**  
Macon Electric Cooperative



**Earl Trachsel**  
Southern Iowa  
Electric Cooperative



**Richard Welsh**  
Chariton Valley  
Electric Cooperative



**Thomas Wooten**  
Ralls County  
Electric Cooperative

## *by the* Numbers

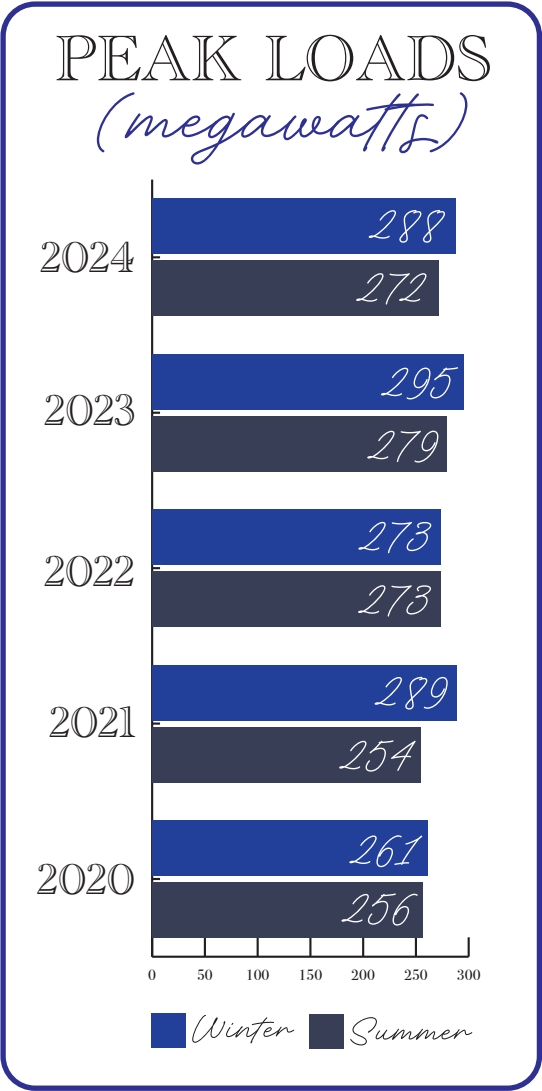
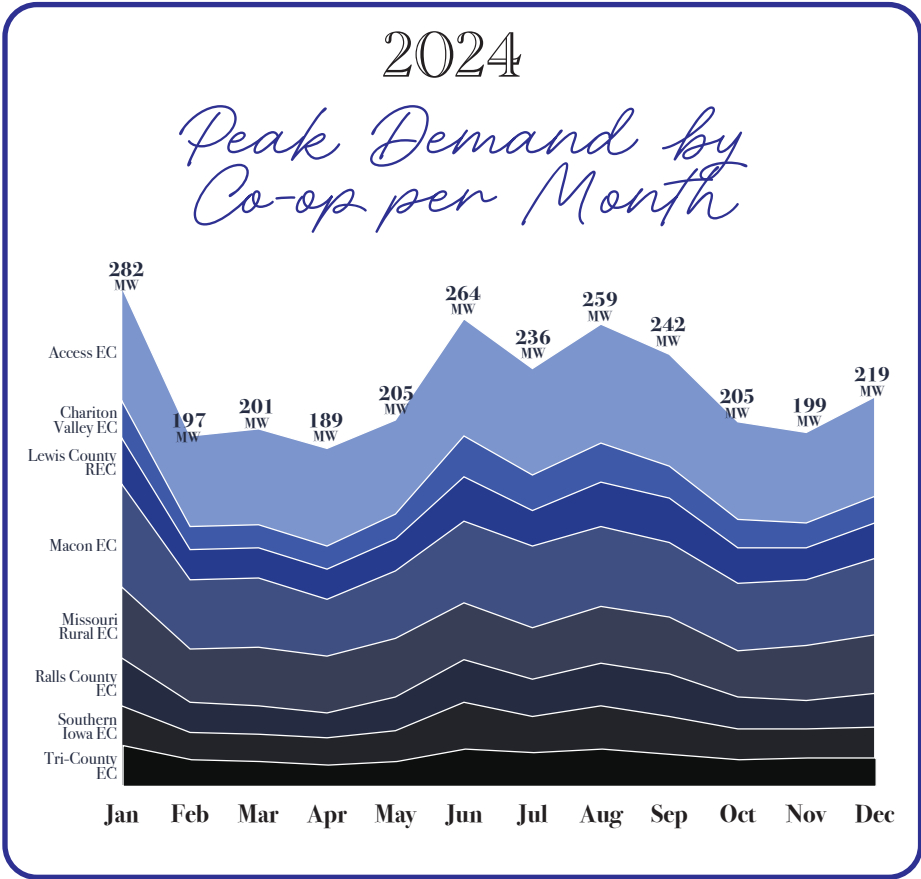
**\$2.8M** *capital credits  
retired in 2024*

**\$58.4M** *capital credits  
retired to-date*



# Financial forecasting aids in addressing future needs of the members.

Financial forecasting is a critical tool for ensuring the long-term stability and success of an electric cooperative. Northeast Power's Accounting and Finance Department utilizes a variety of metrics and data to perform long-range financial forecasting. Long-range financial forecasting evaluates equity and cash flows to sustain the Construction Work Plan, wholesale power supply and other operating expenses. This analysis determines the revenue required from members to ensure financial stability and operational efficiency. Forecasting helps cooperatives make informed decisions that support infrastructure investments, system reliability and member affordability. In an industry shaped by evolving energy demands, regulatory changes and economic fluctuations, we remain focused on our "Accountability" value statement - "We take responsibility for our actions and give our best effort, ensuring a high level of service to our members as well as respect and fairness to each other."



# 2024 *at a glance*

99.994%  
*Reliability*

Northeast Power delivered electricity to its 99 member delivery points 99.994% in 2024. This level of reliability equates to an average outage per delivery point of about 32 minutes per year.

\$0.061/KWh

Average member revenue per KWh in 2023. Northeast Power is ranked 17% lower than the average of the 52 G&T's reporting to the GTAFA survey.

\$100.1M  
*Total Revenue*

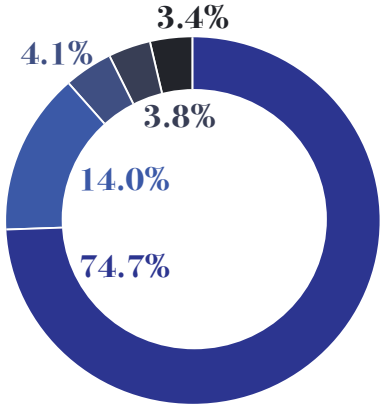
\$7.5M  
*Net Margins*

\$221.3M  
*Total Assets*

\$79.5M  
*Total Equity*

2024  
*Total Cost of Service*  
\$98,847,023

Power Supply	\$73.8
Operations	\$13.9
Depreciation	\$4.0
Maintenance	\$3.8
Interest	\$3.3 (millions)



Tanner Elam, Apprentice Lineman, prepares for Franklin Switch Station tie-in.



*Community investments continue to grow*  
**ACROSS OUR SERVICE TERRITORY.**

Northeast Power is committed to investing in rural economic development and our Economic Development Department achieved significant milestones in 2024, supporting projects that drive growth and strengthen communities within our service territory through the USDA Rural Economic Development Loan and Grant (REDLG) program.

U.S. Wellness Meats, a Canton, Missouri-based company established in the late 1990s by local farm families, embarked on a major expansion to its frozen warehouse and order fulfillment center. The expansion enables the company to process and distribute frozen trim meat to plants across the Midwest, enhancing its role as a leader in locally grown, grass-finished beef.



**RED Loan - \$2M**

*in partnership with  
Lewis County REC*



Tapping into Northeast Power's revolving loan fund (RLF) as well as the RED Grant program, Scotland County Memorial Hospital was able to upgrade its electronic medical health record system.

This project is critical for the sustainability of the 25-bed rural health facility in Memphis, Missouri.



**RED G & RLF - \$640K**

*in partnership with  
Tri-County Electric Cooperative*

The Palmyra (MO) Fire Protection District's new Taylor fire station broke ground on August 5, 2024. The station will reduce response times in the Taylor and West Quincy areas, improve insurance rates for residents, and serve as a dual-purpose facility by housing a post office, bringing this essential service back to the community.



**RED L & G - \$1M**

*with project support from  
Missouri Rural Electric Cooperative*



# *The art of providing* value-added services to members.

## *Creative Thinking Leads to Additional Value-Added Services*

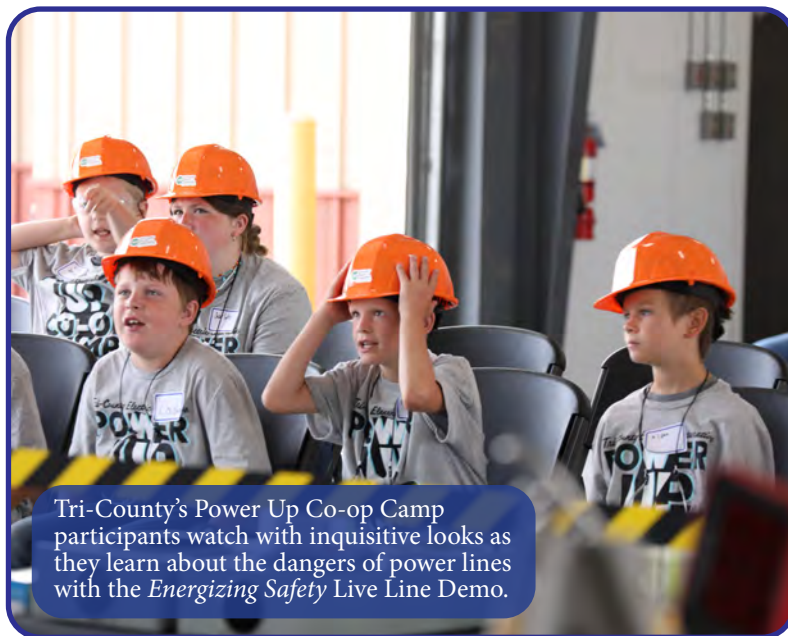
The Northeast Power Economic Development and Member Services Department wears many hats. One major role of the department is to assist member-distribution cooperatives with a variety of communication materials that aid in educating and sharing important information with member-consumers and stakeholders. Meeting electric cooperative communication needs has evolved significantly with the rise of digital technology and changing consumer expectations over the last decade. Social media, mobile apps and email campaigns have become essential tools for member engagement. Even video content and digital storytelling now play a larger role in educating members about electrical reliability and cooperative initiatives.

The member services arm of the department worked on 17 video projects in 2024, covering a variety of topics including a three-part “new member” series that coordinates with a new member email campaign created by Access Energy Cooperative. Additionally, annual video updates and highlights were created and presented at, or in advance of, annual meetings for Access Energy Cooperative, Chariton Valley Electric Cooperative, Macon Electric Cooperative and Ralls County Electric Cooperative. The department also provided t-shirt designs during two (2) major storm events affecting Lewis County REC and Macon Electric Cooperative, and for Tri-County Electric Cooperative’s new Power Up Co-op Camp. The graphic design, photography and videography work done for our member-distribu-

tion cooperatives reflects the cooperative spirit and our commitment to providing value-added services to our members.

## *The Key to Public Relations*

Public relations and communications are essential tools in the successful implementation of a transmission line project. The Economic Development and Member Services Department plays a key role in these projects by developing and distributing communication materials for landowners and stakeholders. These materials typically include fact sheets, project maps, structure designs and website updates. Clear and consistent communication with stakeholders has provided significant advantages both internally and externally, helping to build trust, relieve concerns and foster positive relationships. This ultimately leads to community support and smoother project execution.



Tri-County’s Power Up Co-op Camp participants watch with inquisitive looks as they learn about the dangers of power lines with the *Energizing Safety Live Line Demo*.

### *Advocating for the Members*

Northeast Power continues to play a vital role in policy and advocacy efforts, working to protect the interests of electric cooperatives and their members. Our legislative efforts, through collaboration with Association of Missouri Electric Cooperatives (AMEC), Iowa Association of Electric Cooperatives (IAEC) and National Rural Electric Cooperative Association (NRECA), oppose harmful proposals such as those complicating transmission siting and weakening service territory protections. Throughout the 2024 legislative session, we continued to focus on building strong relationships with legislators and industry stakeholders to educate them about the cooperative business model, which emphasizes local ownership, democratic governance and reliability. In November 2024, Northeast Power and our Missouri member-distribution cooperatives hosted a legislative appreciation luncheon, featuring updates, discussions and a Q&A session to address current issues and future projects.

### *Education, Training & Information*

Northeast Power actively embraces the fifth cooperative principle, "Education, Training and Information,"

by providing valuable learning opportunities for employees, educators and students. Through a 50/50 partnership with member-distribution cooperatives, Northeast Power sponsors local teachers for a two-day continuing education course, equipping them with knowledge about the energy industry while earning credits. Additionally, the Electric Cooperative 101 training program offers participants an in-depth understanding of cooperative operations, featuring engaging presentations and our Live Line Demo. Northeast Power also participated in Build My Future events in two (2) locations, inspiring high school and junior high students to explore careers in construction and trades, further extending our commitment to education and community engagement.

### *Fostering Member Relations*

Northeast Power is dedicated to fostering strong member relations with our eight (8) member-distribution cooperatives. One key initiative to accomplish just that was the launch of the Distribution Cooperative 101 program in 2024, which

provided Northeast Power's executive team and management with in-depth training sessions at our member-distribution cooperatives. These sessions included an orientation covering the cooperative's history, structure and operations, as well as discussions on best practices and strategic opportunities. By deepening the understanding of each member's unique operations and challenges, Northeast Power strengthened collaboration, enhanced support and bolstered its commitment to our cooperative family.



### *Business Hall of Fame Award*

The Palmyra Chamber of Commerce award banquet was held January 11, 2024. CEO and General Manager Douglas Aeilts accepted the Business Hall of Fame Award for Northeast Power. We were honored to be selected for this award, honoring over 75 years of service to the region.



## *Adapting perspective* while managing infrastructure needs.

The generation of farmers, workers and leaders that faced the challenges of navigating the most significant change to rural living in America are now mostly only stories we've heard or read in the pages of history books. Few today have felt the impact of turning the lights on for the very first time. Few today have felt the impact of energizing the first power line on the system.







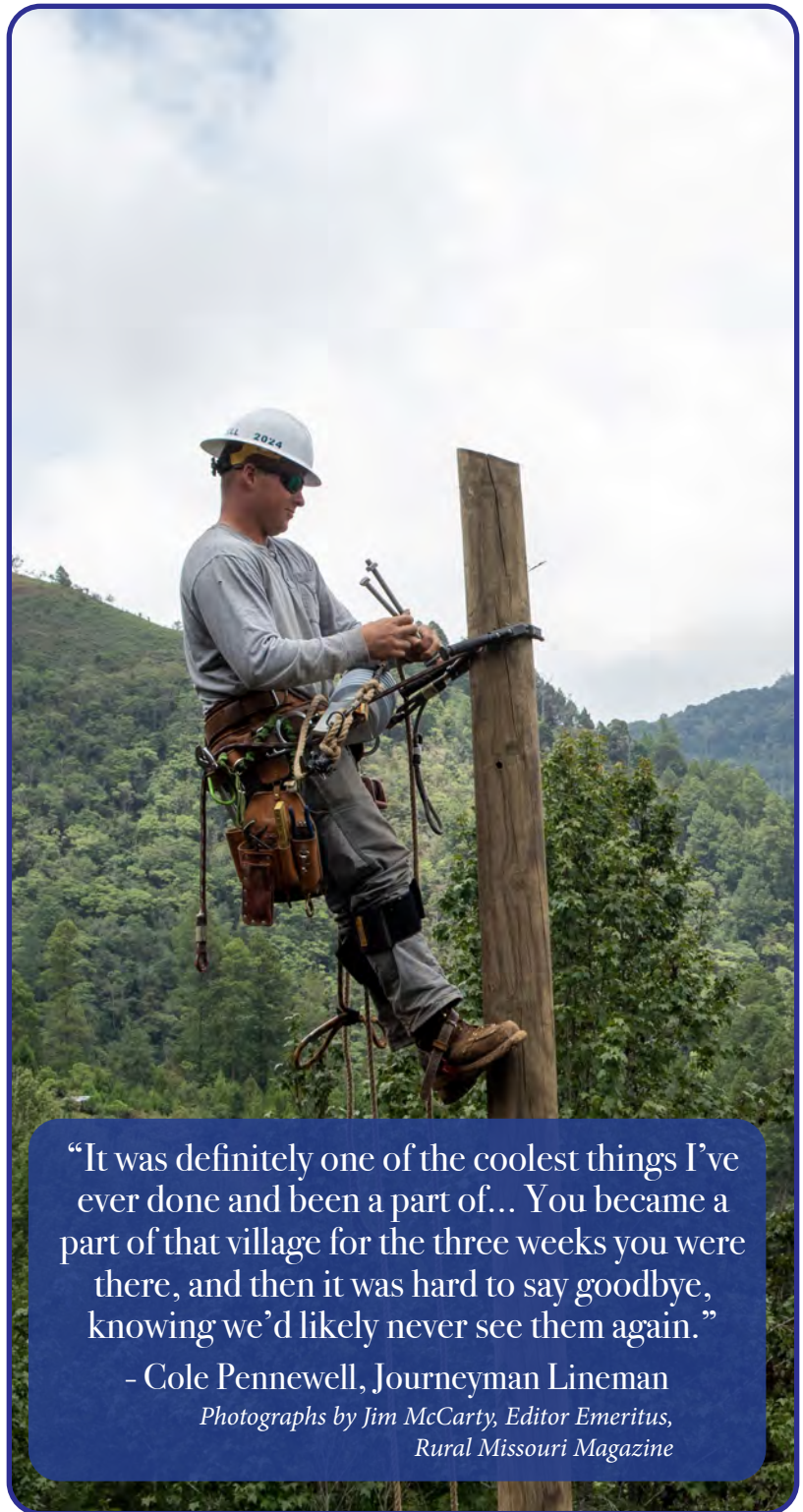
Young children watch with excitement while Cole Pennewell, Journeyman Lineman, and locals pull a power pole into place with rope.  
*Photograph by Jim McCarty, Editor Emeritus, Rural Missouri Magazine*



## *First-hand Experience*

For one Northeast Power lineman, an opportunity to experience the emotional connection the moment the first light bulb came on in a home, was a life altering, unforgettable experience few will ever see. Since 1962, NRECA has been working to help electrify the hard-to-reach, remote villages of the world. Through NRECA's International Program, and in coordination with AMEC, 18 electric cooperative linemen volunteers were assembled in two (2) phases to complete a rural electrification project in southeastern Guatemala.

In August 2024, Northeast Power's own Cole Pennewell, Journeyman Lineman, ventured on a 17-day journey, "Missouri on a Mission," to complete the first phase of this project. The team built out 3.5 miles of distribution infrastructure in mountainous terrain and wired more than 30 homes for electricity. Electric service is life-changing for these villagers as they benefit from safe cooking, lighting, refrigeration, modern appliances and more. Volunteering for international projects connects us to our cooperative legacy by reminding us of the transformative power of rural electrification.



“It was definitely one of the coolest things I’ve ever done and been a part of... You became a part of that village for the three weeks you were there, and then it was hard to say goodbye, knowing we’d likely never see them again.”

- Cole Pennewell, Journeyman Lineman

*Photographs by Jim McCarty, Editor Emeritus,  
Rural Missouri Magazine*

### *Managing Infrastructure Needs*

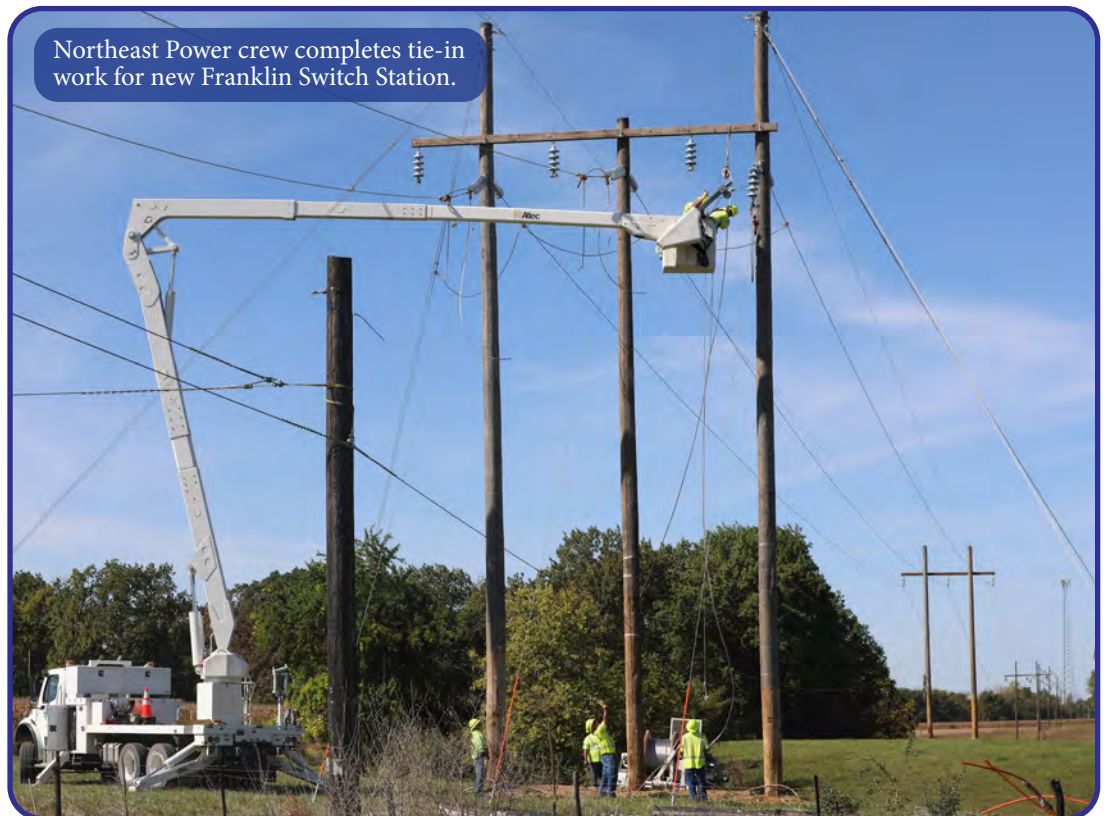
There is no question that with time comes both aging infrastructure and needed expansion of infrastructure. Monitoring, maintenance, upgrading, replacing or building new infrastructure on any portion of Northeast Power's vast transmission system comes in many phases. One particular educational tool developed by the Engineering Department with a little creative visual aid from the Member Services Department brought light to the complexities of not only managing Northeast Power's infrastructure, but also helping to answer a simple question, "why does it take so long?"

The Engineering Department set out to bring context, visual aid and perspective to what actually happens during the life of a new transmission line project. A new transmission line project takes on average six (6) to ten (10) years to complete. A presentation was developed to capture and highlight in its simplest form, what exactly happens at key phases of a new transmission line project and answer the question. At the highest level, a transmission line project includes four (4) phases: project initiation, planning, execution and closeout. Within each of these phases additional work is done, including design by the engineering team, construction by our operations team, or contractors, and finally, closeout of the project,

managed by the Accounting Department. The use of this visual tool has provided an inside look on the process to successfully add infrastructure to our system, as well as effectively and efficiently manage all the phases and key components of a new transmission line project.

### *A Closer Look at Transmission Line Projects*

Efforts to maintain aging infrastructure are critical to the reliability of Northeast Power's transmission system. A significant amount of system monitoring is completed annually to ensure the stability and resiliency of the system. This includes annually inspecting 15,916,653 feet of conductor, which is equivalent to approximately 3,015 miles. This also includes the inspection of 14,822 poles and approximately 25,200 cross arms.





Balancing construction needs with budgets and deadlines is complex. Two (2) major transmission line rebuild projects completed in 2024 were located in Southern Iowa Electric Cooperative and Macon Electric Cooperative's service territories, while several additional transmission line rebuild projects were under development in the Engineering Department for other portions of the service territory.

A section of line identified to stakeholders as the "Axtell to Bevier Line Rebuild" included upgrading 6.4 miles of 69 kV conductor to 161 kV conductor from the Axtell Switch Station to the Bevier Switch Station. This line rebuild project included the replacement of wooden structures with taller steel monopole structures to allow for higher clearances needed for the larger conductor and higher voltages. Collaboration with crews from Macon Electric Cooperative and the Missouri Department of Transportation (MoDOT) was needed to balance safety precautions in order to limit member-consumer outages and address the added dangers of replacing a section of the line that crossed Highway 36, a major four-lane highway. The Axtell to Bevier line was re-energized in December 2024.

The transmission line rebuild project in Southern Iowa Electric Cooperative's territory, referred to by stakeholders as the "Mark to Appanoose Line Rebuild," included the replacement of conductor and poles on 8.6 miles of 69 kV line from the Mark Junction to the Appanoose Substation. Construction began in June 2024 and was completed by a contractor with oversight managed by Northeast Power Engineering and Operations Department to ensure quality.

Along with the conductor replacement, 71 structures were replaced on the line section. The project was completed in August 2024.

9  
miles of line  
added to the  
system in 2024

## Project Manager Joins Engineering Department

The addition of a new position at Northeast Power in 2024 brings significant value to the continued efforts in managing multifaceted short and long-term projects for the cooperative. In October 2024, Travis Herman accepted the position of Project Manager within the Engineering Department. The addition of this new position is designed to provide oversight and management of the entire Northeast Power construction project portfolio including substations, transmission lines, telecommunications towers, control buildings and facilities. Travis holds a bachelor's degree in construction management and has over 11 years of project management experience. He brings a wealth of expertise that will be essential to ensuring the continued success of Northeast Power's projects.



**Travis Herman**  
*Project Manager*

## Switch Stations Strengthen Reliability

Turning our sights to switch station construction, Northeast Power completed the design and construction of two (2) new switch stations in 2024. Switch stations give Northeast Power the ability to better serve our members. Adding breaker stations increases the protection of our transmission lines and decreases outage times.

The Cottonwood Switch Station is a new switch station in Chariton Valley Electric Cooperative's territory. The Cottonwood Switch Station build incorporated the addition of two (2) circuit breakers along the line between the Trail Switch Station and the Ottumwa Switch Station. A third breaker installed within the new station protects the new 69 kV transmission line that will serve the Honey Creek and Moravia substations. The Honey Creek Substation is now powered by the new line on Northeast Power's transmission system. The remaining portion of the line which serves the Moravia Substation is scheduled to be energized in 2025. This will provide a significant long-term cost-savings for members. Both of these substations are owned and maintained by Northeast Power. The Cottonwood Switch Station was fully energized in July 2024. The entire project provides a host of benefits including the ability for sectionalizing which helps reduce the number of members affected by an outage.



The Franklin Switch Station is a new, 69 kV, three (3) breaker station in Access Energy Cooperative's territory. A contractor began construction in the fall of 2023 and completed their portion of the work in the spring of 2024. With the station constructed, Northeast Power crews got to work testing and commissioning the new breakers, instrument transformers and the relaying protection scheme. Due to system constraints, Northeast Power waited until the fall to take an outage and complete the necessary tie-in, the final portion of the project. During this phase, Northeast Power crews de-energized the transmission lines and began working on connecting them to the new switch station. In early October 2024, the new station was fully energized.



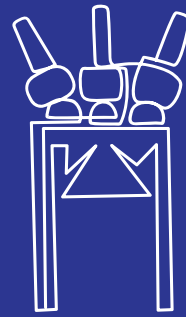


A broken cross-arm on a 161 kV line in the South River Bottoms in Missouri Rural Electric Cooperative's service area required the quick work of two (2) four-man crews to get the line back in service.

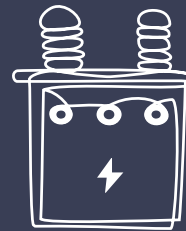




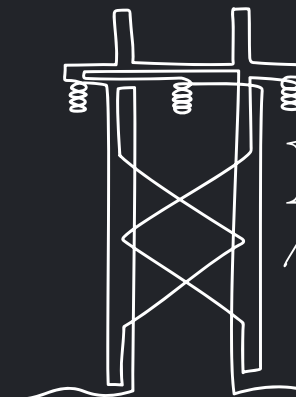
Dalton Rockhold, Apprentice Lineman and Jeremy Hudson, Journeyman Linemen, replace cross-arm.



24  
*Switch Stations*



103  
*Substations*



1,014  
*Miles of Line*



## *Providing support & connectivity 24/7, 365 days a year*

Many critical components of Northeast Power's daily operations are those that happen behind the scenes, 24 hours a day, seven (7) days a week, 365 days a year. There has never been a time in history that our world has become so vastly connected. The work that both our Control Center and our Information Services and Technologies (IS&T) teams complete behind the scenes to keep the electric grid, systems, phones, computers and other devices connected often goes unnoticed. These two (2) departments are the epitome of our value statement, "Integrity" – "Within all interactions, we strive for honesty, high professional standards and accountability for our actions, even when no one is looking." The departments work diligently to keep us connected, informed, efficient and most importantly, secure.



### *Designing the Back-Up Control Center*

A unique and challenging project for both the Control Center and the IS&T Department in 2024 was the completion of the new Back-Up Control Center (BUCC), located in New London, Missouri.

A BUCC is a crucial component of maintaining reliability for the members. Essentially, this facility ensures we maintain real-time situational awareness, grid reliability and compliance when our primary facility is unavailable. Today, not only can weather-related disruptions deem our primary control center inoperable, but also an unrelenting amount of cyber threats.

The new BUCC was a project several years in the making, beginning with site selection and planning in 2021. The original BUCC, located near Lewis County REC's headquarters, had significant shortcomings in security, HVAC and basic facilities, like restrooms. A unique opportunity emerged in 2022 to purchase a former 911 services building located next to Ralls County Electric Cooperative, and thus became the site for the new BUCC. While a construction contractor handled the building layout remodel, the technical

and security work was completed by Northeast Power's IS&T Department. Stringent SERC Reliability Corporation rules require a long list of security measures and guidelines to be in place in order to operate. This required months of planning and work, including two (2) weeks specifically dedicated to running 2,000 feet of cable for new clients and servers. Thorough audits were completed by SERC, North American Reliability Corporation (NERC) and Associated in 2024, giving Northeast Power the green light to begin utilizing the remodeled site as our BUCC.

This well executed and designed facility now provides redundancy and resiliency, and ensures that no single point of failure can jeopardize grid stability. Investing in this safeguard means investing in reliability, security and the trust of our members, (and their member-consumers), who depend on electricity, every moment, of every single day.

### *A New Standard for Collaboration*

One project in 2024 that demonstrates our efforts to keep our members connected was the identified need for an additional communication core building called a POP (point of presence) in Macon Electric Cooperative's service area at the Axtell Switch Station. A POP building

helps to alleviate communication constraints. The Axtell Switch Station project, completed in late 2023, allowed for a unique opportunity in 2024, to combine a control building and a POP building under one roof, separated only by a shared wall. By uniting these historically separate buildings, a new standard for efficiency, collaboration and service excellence was established. Shared utilities, security systems and infrastructure reduced redundancy and lowered overall costs. By pooling our resources, we achieved a more sustainable and cost-efficient model that benefits both our cooperative and our members.



660K+

*Emails Received*



*Email Viruses Blocked*

65K+

## *Transitioning into a New Role*

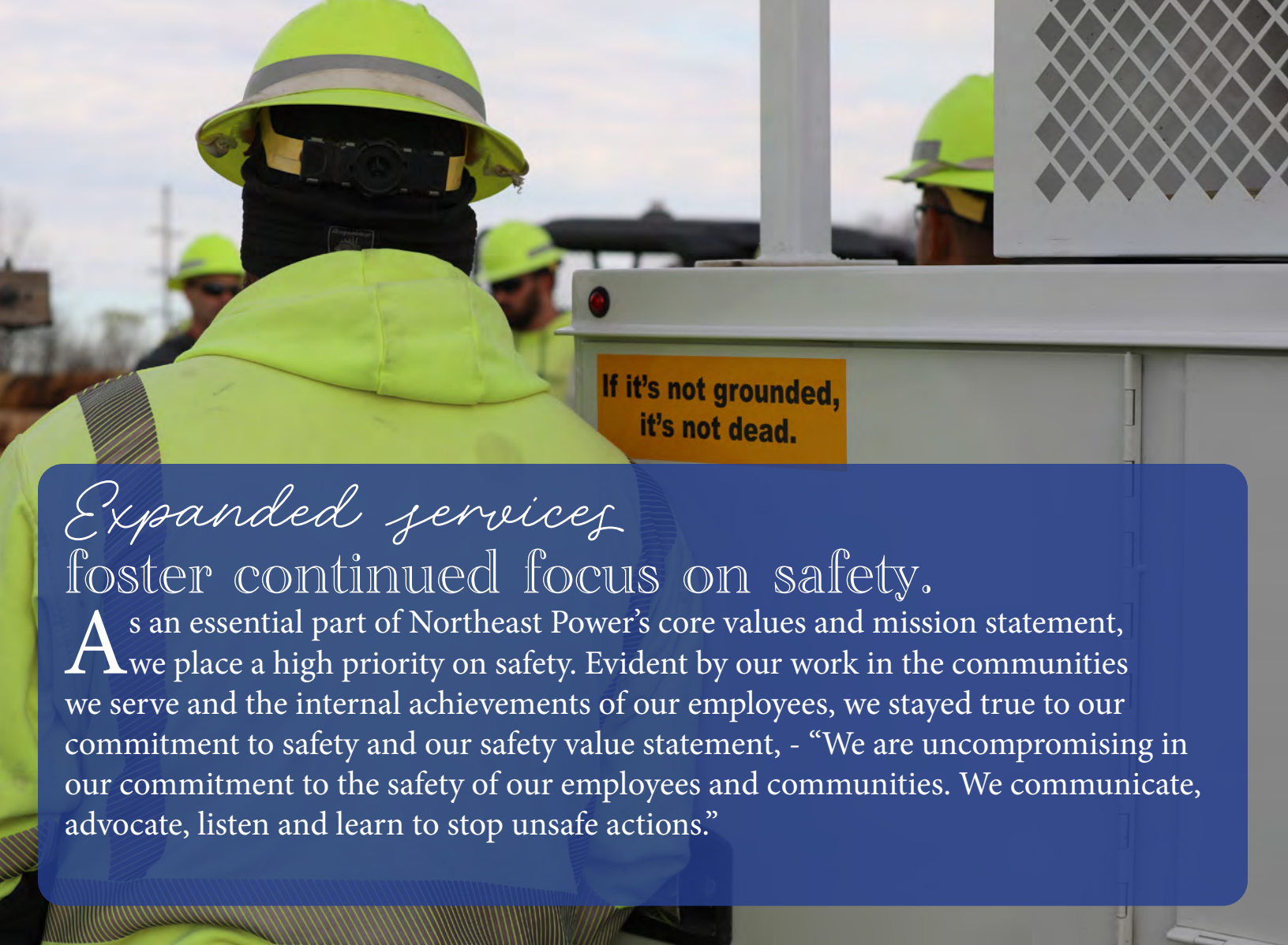
In late 2024, Kevin Sydenstricker, former System Operator Manager, switched gears, taking on a new role as the Network and Communications Services Manager for the Telecommunications Department. Kevin originally started at Northeast Power in the Telecommunications Department and has spent the last several years managing the Control Center. His system knowledge, management experience and technical skills will be valuable to the department going forward. We have several large telecommunications projects in the next couple of years and are looking forward to meeting the challenges head on.



**Kevin Sydenstricker**

*Network & Communications Services Manager*





## *Expanded services* foster continued focus on safety.

**A**s an essential part of Northeast Power's core values and mission statement, we place a high priority on safety. Evident by our work in the communities we serve and the internal achievements of our employees, we stayed true to our commitment to safety and our safety value statement, - "We are uncompromising in our commitment to the safety of our employees and communities. We communicate, advocate, listen and learn to stop unsafe actions."

### *Continued Safety Education Outreach*

In 2023, Northeast Power announced the launch of our Live Line Demo unit as part of our growing public safety awareness platform, *Energizing Safety*. In its first full year of availability, the Live Line Demo was presented 24 times for local schools, emergency personnel and other community groups, bringing electrical safety education to more than 2,700 people. Northeast Power also pro-

vides tabletop safety demonstrations to younger audiences. We have seen great success in bringing the tabletop unit to elementary classrooms, home-school groups, Parents as Teachers Big Truck Night events, Career Fairs and 4-H events. Throughout these efforts, the tabletop demonstration unit curriculum was provided 11 times to more than 1,870 participants.

With continued focus on safety education, our outreach through *Energizing Safety* has grown significantly. We are excited to continue bringing safety education to the public through a variety of platforms including a dynamic website, spring and fall bill stuffers, a variety of social media content, playing cards with safety messaging, and much more.

### *Additional Services*

Northeast Power remains dedicated to programs that help both our employees and the employees of the member-distribution cooperatives we serve overcome safety challenges. A personal protective equipment (PPE) vending machine was launched in July 2024 and accommodates a wide variety of PPE types and sizes, making basic safety equipment more readily available and easily accessible to employees.

Northeast Power continues to schedule and utilize hands-on learning opportunities with our Substation Safety Awareness Training Trailer, which is now a key component of our safety program. The annual two-day, district wide, safety meeting was held in September 2024 with more than 110 employees from seven (7) of our member-distribution cooperatives in attendance. Finally, Occupational

Safety and Health Administration (OSHA) training for our member-distribution cooperatives was added to our lineup of value-added offerings in 2024.

We couldn't be more proud of the work our team has done to put safety at the top of the priority list for our employees, their families, the employees and their families of our member-distribution cooperatives and the safety of the public.

*Safe Working Days*   
**700**  
as of 12/31/2024

 *2024 Total Manhours Worked*  
**139,151**

## *Addition of the Safety Coordinator Position*

As the interest in use of the Live Line Demo program and other expanded services has grown, so has the Safety and Compliance Department. In June 2024, the Safety Coordinator position was filled internally, by Josh Hirner. This new position offers Northeast Power more opportunities to continue enhancing safety initiatives while also offering additional benefits to our member-distribution cooperatives. Prior to joining Northeast Power's team as a Journeyman Lineman, Josh worked at Missouri Rural Electric Cooperative, bringing over ten (10) years of valuable experience, particularly in distribution work. His field experience, expertise in operating the Live Line Demo and passion for educating others have made a crucial impact on expanding services and fostering a continued focus on safety.



**Josh Hirner**  
*Safety Coordinator*

# 1,000,000

*miles and rolling*

Northeast Power owns and operates 1,014 miles of 69 kV and 161 kV transmission power lines in Missouri and Iowa. The service territory encompasses ten (10) Iowa counties and 16 Missouri counties spanning across approximately 10,000 square miles. With much land to cover in a day's work, travel to and from job sites is often long and the miles add up. Northeast Power is proud to report that our commitment to safety in the efforts of our employees shined in 2024. In May 2024, Northeast Power employees had safely and successfully driven one million accident-free miles. This is no small feat as the internal policy governing the count on these miles includes any incidents, not only on public roads, but also private right-of-way. It also includes all towed, licensed and unlicensed equipment. With our fleet traveling an average of 50,000 miles a month and accessing more than 12,500 acres of maintained right-of-way, it is challenging to reach such a milestone. This achievement had been accumulating since November of 2022. We are incredibly proud of all of our employees for taking pride and care in not only working safely, but also driving safely and taking exceptional care of our equipment and vehicle fleet.



Tom Pearn, Equipment Operator, assists with cross-arm replacement.



*Consecutive miles  
traveled safely*

## 1,315,781

*as of 12/31/2024*

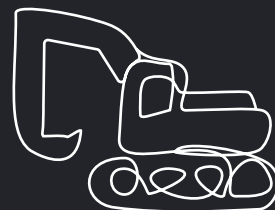
*2024 Vehicle  
Miles Traveled*

## 634,127



*2024 Equipment  
Operation Hours*

## 6,477



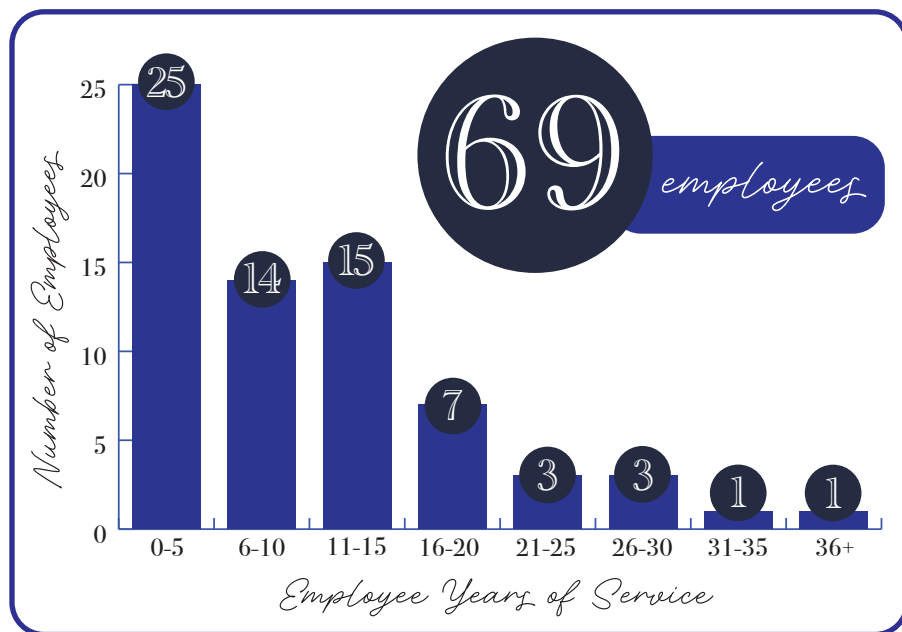


# Employee dedication provides valuable benefits.

Electric cooperative careers have long been positioned as a premier career opportunity in the labor market. Data and statistics on longevity of service from electric cooperatives across the nation support this notion. Electric cooperative careers offer stability, provide opportunities for growth and support a strong sense of teamwork. Teamwork, identified as “Unity” by Northeast Power employees, is a key value helping guide the success of Northeast Power, - “We work as a team, united in cause and action to serve our members and our communities.”

Our employees are our most important asset when it comes to successfully providing power to our members and the member-consumers. The critical work that our employees put in, day in and day out, is essential to the cooperative’s success and support the overall vision and mission of the cooperative since its inception in 1948.

As the energy industry continues to evolve, we are working diligently to improve overall culture and benefits to evolve with it. The launch of an employee engagement committee just a few years ago has proved essential to building unity among employees across departments. This committee works to plan team building events throughout the year including employee appreciation events and milestone celebrations. The activity and work of the Employee Engagement Committee has fostered a growing interest in serving among peers in this capacity.



We also continue to build on key components identified by our workforce in employee survey data collected in 2021, 2022 and 2023. One notable, consistent statistic that came from the survey results showed the immense pride in the work we do. Pride in our work contributes to a multitude of benefits that trickle all the way to the member-consumers at the beginning of the line. This includes improved productivity, better communication and member relationships and enhanced employee engagement and morale. These tools and data, as well as the ongoing initiatives outlined in the cooperative’s strategic plan, continue to help support our efforts in providing one of the best places to work in the area. We are proud that our employees take such pride in the work they do and the success it has afforded Northeast Power.



## *We're here for our members.* Meet Our Team

The strength and resiliency of an electric cooperative lies not with poles and wire, but with its people. While the power supply needs of member-consumers are rapidly growing, the promise and vision that founded our member-distribution cooperatives, and in turn, Northeast Power, remain the same, “To power our members with safe, reliable, affordable electricity and value-added services.” Northeast Power is proud to employ people who strongly uphold this mission and who are whole-heartedly committed to serving our members with the same dedication, passion and commitment that formed this cooperative and set forth our mission, vision and values 77 years ago.



Dustin Leach, System Engineer, visits with John Coleman from Missouri Rural Electric Cooperative.

## *Executive Team*

### **Douglas Aeilts**

CEO and General Manager

### **Allie Bennett, DBA**

Manager of Economic  
Development and Member Services

### **Joseph Lemen**

Manager of Safety and Compliance

### **Molly Faudere**

Administrative Assistant

### **Abraham Gray, CPA**

Chief Financial Officer

### **Skyler Wiegmann, PE**

Chief Operations Officer

### **Landon Zaborowski**

Manager of Information Services and Technologies

## *Accounting & Finance*

### **Rachel Bemis**

Staff Accountant/Payroll

### **Missy Kizer**

Controller

### **Jake Lovelace**

General Maintenance Technician

### **Amanda Schnitzer**

Assistant Controller

### **Rick Steidinger**

Purchasing Manager

### **Bill Treaster**

Warehouseman

### **Kristi Weatherford**

Staff Accountant/Accounts Payable



7 New Hires



*Control Center*

**Troy Detwiler**

System Operator

**David Jones**

Apprentice System Operator

**Patrick Jones**

Apprentice System Operator

**Casey Lanford**

Apprentice System Operator

**Tess Large**

System Operator

**Shawn McCleery**

System Operator

**Adam Smoot**

System Operator Manager

**Paul Wood**

Apprentice System Operator

*Engineering*

**Brett Douglas**

System Engineer

**Brian Fuqua**

System Engineer

**Quentin Gehring, PE**

Engineering Manager

**Misty Hancock**

Meter Data Specialist & Engineering  
and Operations Office Assistant

**Travis Herman**

Project Manager

**Jared Stewart**

Right-of-Way and GIS Manager

**Dustin Leach**

System Engineer

3 Promotions



10 Part-time/Interns



Jerry Daniels, Substation Technician, and Justin Roberts, Substation Manager, review upgrades at Franklin Substation.

**Jason Powell**

System Engineer

**Zach Riney**

System Engineer

*Information Services  
& Technologies*

**Chris Billups**

Systems Analyst

**Tim Goehl**

Telecommunications Technician

**Merritt Lomax**

Systems Analyst

**Drew Moyer**

Telecommunications Technician

**Kevin Scholl**

Telecommunications Technician

**Phillip Scifres**

Telecommunications Technician

**Kevin Sydenstricker**

Network and Communications Services  
Manager

*Member Services*

**Alicia Doran, CKAE**

Member Services Specialist

*Safety & Compliance*

**Josh Hirner**

Safety Coordinator

**Alexis Locke**

Office Assistant

*Substation & Construction*

**Josh Chinn**

General Construction Foreman

**Logan Cumby**

Utility Groundman

**Jerry Daniels, III**

Substation Technician

**Richard Epperson, Jr.**

Substation Technician

**Joel Hill**

Apprentice Substation Technician

**A.J. Holtschlag**

Substation Foreman

**Cyle Jones**

Equipment Operator

**Tom Pearn**

Equipment Operator

**Justin Roberts**

Substation Manager

**Corey Schmohe**

Substation Technician

**Nick Semkin**

Garage Mechanic

**Jessie Snow**

Substation Technician

*Transmission &  
Vegetation*

**Andrew Davis**

Apprentice Lineman

**Tanner Elam**

Apprentice Lineman

**Luke Frericks**

Vegetation Foreman

**Steve Gottman**

Palmyra Crew Foreman

**Jeremy Hudson**

Journeyman Lineman

**Michael Jeffries**

Transmission Manager

**Alfredo Lebron**

Apprentice Lineman

**Jack McCutchen**

Apprentice Lineman

**Cole Pennewell**

Journeyman Lineman

**Jimmy Porter**

Equipment Operator

**Jimmy Powell**

Utility Groundman

**Dalton Rockhold**

Apprentice Lineman

**Damon Scott**

Steuben Crew Foreman

**Matt Simmons**

Journeyman Lineman

**Steve Smith**

Palmyra Crew Foreman

**Jamie Taylor**

Journeyman Lineman

*Retirements*

**David Henderson**

Steuben Crew Foreman

27 years of service

**Michael McCutchen**

System Operator

20 years of service

A large American flag is being hoisted by a crane against a clear blue sky. The flag's stars and stripes are prominent. A semi-transparent dark blue box is overlaid on the right side of the image, containing text.

## *Concern for Community*

Daily, we bear witness to the dedication of our employees – not just to their work, but to the communities they call home. Their commitment goes beyond delivering reliable electricity; it's about building connections, fostering growth and making a lasting impact. Whether responding to outages, supporting local initiatives or ensuring the success of vital infrastructure projects, our team stands strong in its mission. Together, we will continue to work tirelessly, bringing service beyond electric power – because at our core, we are

*of the members  
by the members  
for the members.*





# Northeast Power

A Touchstone Energy® Cooperative



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