



A Touchstone Energy® Cooperative 

81ST ANNUAL MEMBERSHIP MEETING

Friday, July 19, 2019 • 5:30 P.M.

Coleman High School • Coleman

THE 2018 ANNUAL REPORT IS ON PAGES 17-24 OF THIS ISSUE.

**YOUR MEMBER REGISTRATION CARD IS BELOW. PLEASE TEAR IT OUT AND BRING IT WITH YOU THE ANNUAL MEETING.
YOUR BALLOT IS ALSO INCLUDED BELOW. PLEASE READ AND FOLLOW THE INSTRUCTIONS PROVIDED TO CAST YOUR VOTE.**

MEMBER REGISTRATION CARD

**Coleman
County Electric
Cooperative
Annual
Membership
Meeting**

**Friday,
July 19, 2019**
Coleman
High School,
Coleman, Texas

YOUR BALLOT IS ON THE REVERSE OF THIS CARD

Please fill out the ballot on the reverse and put it in the enclosed security envelope; either put it in the mail or bring it with you to the annual meeting.

Be sure to sign the outside of the envelope for your ballot to count. The ballot **MUST** be in the provided security envelope.

BOARD OF DIRECTORS

Bob Fuchs, President • **Roger Kruse**, Vice President • **David Wright**, Secretary-Treasurer
Les Dobbins **Richard Lange** **Brent McMillan** **Darla Wise**

OFFICIAL NOTICE

To the Member Addressed:

You are hereby given notice that the 2019 annual meeting of the members of Coleman County Electric Cooperative will be held at Coleman High School in Coleman on July 19, 2019, at 7 p.m. to take action upon the following matters.

You will hear reports from officers and information about other business, and you will elect two directors for terms of three years.

Registration starts at 5:30 p.m. Each person in attendance will receive a free cup of homemade ice cream, cookies and punch, compliments of the cooperative. George Allison will provide entertainment before the business meeting begins at 7 p.m.

We urge you to be present for this meeting Friday, July 19, 2019, at 7 p.m. at Coleman High School in Coleman.

David Wright

David Wright
Secretary-Treasurer

**TEAR OFF THE BALLOT BELOW. FOLLOW THE VOTING INSTRUCTIONS INSIDE THE BACK COVER
TO FILL OUT AND SUBMIT YOUR OFFICIAL BALLOT.**

Use the ballot to vote for the director nominee of your choice in each district.

COLEMAN COUNTY ELECTRIC COOPERATIVE

OFFICIAL BALLOT FOR ELECTION OF DIRECTORS

Mail-in ballots must be in our office by
11 a.m. July 19

Election of Directors: Vote for one person from each district by placing an "X" in the square beside the candidate's name.

See profiles of each nominee on Page 21.

DISTRICT 2:

Vote for one nominee.

Brent Jacob Roger Kruse*

DISTRICT 6:

Vote for one nominee.

Kristi Herrod Darla Wise*

*Indicates incumbent

*Do not include ballots with your electric bill payments.
Those ballots will not be counted.*

**TEAR OFF AND
BRING TO YOUR
ANNUAL MEETING**

**THIS IS YOUR
REGISTRATION CARD
AND TICKET
FOR DOOR PRIZES.**

(cannot be duplicated)

VOTING INSTRUCTIONS

Voting by Mail: In addition to the method of voting for directors of the cooperative as provided by the existing bylaws and by a member being present and voting in person, each member shall be and is hereby permitted to vote by mail for directors of this association. At the time notices of members' meetings are given as provided by Article II of these bylaws, and with a notice of members annual meeting, or any postponement thereof, there shall be sent to each member either personally or by mail a ballot which shall contain the names of all members who have been nominated as candidates for directors with a statement of the number to be elected and with appropriate instructions to the member to vote for such members.

Each member voting by mail shall be instructed after voting for the director candidates to place the ballot in the enclosed business-reply, postage-paid envelope and sign their name in the place indicated on the face of the return envelope. The member's signature is essential. It is part of the validation process of the ballot. If the envelope is not signed on the outside, it will not be counted. Mail ballots to the cooperative office prior to the date of said meeting. Said ballots when so received shall be retained and placed in a locked ballot box until the date of the members' meeting, at which time they shall be delivered to the inspectors of election and counted together with the votes cast in person at such members' meeting.



BALLOT INSTRUCTIONS

Please tear off ballot and return the ballot in the enclosed business-reply, postage-paid envelope. Sign your name in the place indicated on the face of the return envelope. The member's signature is essential. It is part of the validation process of the ballot. If the envelope is not signed on the outside, it will not be counted. You can mail your ballot to the cooperative office prior to the meeting or bring it to the annual meeting with you.

If you mail your ballot, it must be in our office by 11 a.m. July 19. From the following candidates listed on the ballot, two shall be elected to serve as directors of Coleman County Electric Cooperative for a three-year term, or until their successors shall have been elected. Said term to begin July 22, 2019. One director is to be elected from each of the two districts. **You are encouraged to vote for a director from each district.** Voters shall vote for the person of their choice by placing an "X" in the square opposite the name of the candidate of their choice.

EXCERPTS FROM THE BYLAWS OF COLEMAN COUNTY EC

ARTICLE II: Meetings of Members

SECTION 1. ANNUAL MEETING. The annual meeting of members shall be held at such time, during the month of July as the Board of Directors may direct and such meeting shall be held at such place in the Cooperative service area, as shall be designated in the notice of the meeting for the purpose of electing directors, passing upon reports covering the previous fiscal year and transacting such other business as may come before the meeting. If the election of directors shall not be held on the day designated herein for any annual meeting, or at any adjournment thereof, the Board of Directors shall cause the election to be held at a special meeting of the members as soon thereafter as conveniently may be. Failure to hold the annual meeting at the designated time shall not work a forfeiture or dissolution of the cooperative.

SECTION 2. SPECIAL MEETINGS. Special meetings of the members may be called by the President, by the Board of Directors, or by a majority thereof or upon a written request signed by at least ten per centum (10%) of all members and it shall thereupon be the duty of the Secretary to cause notice of such meeting to be given as hereinafter provided. Special meetings of the members may be held at any place within the County of Coleman in the State of Texas specified in the notice of the special meeting, or elsewhere within the area served by the cooperative as may be designated by the Board of Directors.

SECTION 3. NOTICE OF MEMBERS' MEETING. Written or printed notice stating the place, day and hour of the meeting and, in case of a special meeting or an annual meeting at which business requiring special notice is to be transacted, the purpose or purposes for which the meeting is called, shall be delivered not less than ten (10) days nor more than thirty (30) days before the date of the meeting, either personally or by mail, by or at the direction of the Secretary, or by the persons calling the meeting, to each member. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail, addressed to the member at his address as it appears on the records of the cooperative, with postage thereon prepaid. The failure of any member to receive notice of an annual or special meeting of the members shall not invalidate any action which may be taken by the members of any such meeting.

SECTION 4. QUORUM. As long as the total number of members does not exceed one thousand (1,000), at least fifteen per centum (15%) of the total number present in person shall constitute a quorum for the transaction of business at all meetings of the members. In case the total number of members shall exceed one thousand (1,000), then at least one hundred fifty (150) of the members present shall constitute a quorum for the transaction of business at all meetings of the members. If less than a quorum is present at any meeting, a majority of those present in person may adjourn the meeting from time to time without further notice.

SECTION 5. VOTING. Each member shall be entitled to one (1) vote and no more upon each matter submitted to a vote at a meeting of the members. At all meetings of the members at which a quorum is present, all questions shall be decided by a vote of a majority of the members voting thereon in person or by mail, except as otherwise provided by law, the articles of incorporation of the cooperative, or these bylaws. If a husband and wife hold a joint membership, they shall jointly be entitled to one (1) vote and no more upon each matter submitted to a vote at a meeting of the members.

SECTION 6. VOTING BY MAIL. In addition to the method of voting for directors of the Cooperative as provided by the existing bylaws and by a member being present and voting in person or each member shall be and is hereby permitted to vote by mail for directors of this association. At the time notices of member's meetings are given as provided by Article II of these bylaws, and with a notice of member's annual meeting, or any postponement thereof, there shall be sent to each member either personally or by mail a ballot which shall contain the names of all members who have been nominated as candidates for directors with a statement of the number to be elected and with appropriate instructions to the member to vote for such members; EACH MEMBER SHALL BE INSTRUCTED AFTER VOTING FOR THE DIRECTOR CANDIDATES TO PUT THEIR BALLOT IN THE ENCLOSED BUSINESS REPLY, POSTAGE-PAID ENVELOPE AND SIGN THEIR NAME IN THE PLACE INDICATED ON THE FACE OF THE RETURN ENVELOPE. THE MEMBER'S SIGNATURE IS ESSENTIAL. IT IS PART OF THE VALIDATION PROCESS OF THE BALLOT. IF THE ENVELOPE IS NOT SIGNED ON THE OUTSIDE, IT WILL NOT BE COUNTED. MAIL BALLOTS TO THE COOPERATIVE OFFICE PRIOR TO THE DATE OF SAID MEETING. Said ballots, when so received, shall be retained and placed in a locked ballot box until the date of the members' meeting, at which time they shall be delivered to the inspectors of Election and counted together with the votes cast in person at such members' meeting. The Directors who receive a plurality of the vote shall be elected. Drawing by lot shall resolve, when necessary, any tie votes.

SECTION 7. ORDER OF BUSINESS. The order of business at the annual meeting of the members, and so far as possible at all other meetings of the members, shall be essentially as follows:

1. Report the existence of a quorum.
2. Reading of the notice of the meeting and proof of the due publication of mailing thereof, or the waiver or waivers of notice of the meeting, as the case may be.
3. Reading of unapproved minutes of previous meetings of the members and the taking of necessary action thereto.
4. Presentation and consideration of, and acting upon, reports of officers, directors and committees.
5. Election of directors.
6. Unfinished business.
7. New business.
8. Adjournments.

WELCOME

WE WELCOME YOU TO THE 81ST ANNUAL MEETING OF COLEMAN COUNTY ELECTRIC COOPERATIVE.

It is our desire to bring you up to date on the operations of your cooperative, review the accomplishments of the past year and look at the challenges your cooperative faces in the future.

Above all, we encourage you to attend the annual meeting to be a part of directing the future of your cooperative. The membership democratically elects directors to guide the affairs of your cooperative.

Coleman County EC is a business that belongs to its members. The many benefits of cooperative electric service, in turn, require an active, informed and dedicated membership.

PROGRAM

5:30-7 P.M. REGISTRATION

Light refreshments will be served.

Each member registering will receive a gift in addition to being eligible for other prizes.

The prize drawing card on the back cover must be presented at the meeting.

6-6:50 P.M. ENTERTAINMENT

By George Allison

7-8 P.M. BUSINESS MEETING

Invocation

Pledge of Allegiance

National Anthem

Secretary's Report

President's Report

Election of Directors

Other Business

8-8:30 P.M. DRAWING FOR PRIZES

Members must be present to win.

**ALL MEMBERS ARE URGED TO BE PRESENT.
VISITORS ARE WELCOME.**

Facilities are handicapped-accessible.



A Touchstone Energy Cooperative 

CEO/GENERAL MANAGER'S REPORT



AS YOUR CEO AND GENERAL MANAGER, I'd like to personally invite you to the 81st annual meeting of Coleman County Electric Cooperative. This year's meeting will be held Friday, July 19, at the Coleman High School auditorium. Registration begins at 5:30 p.m., with the business meeting to follow at 7 p.m.

Your annual meeting not only is a chance to visit with members of our co-op community but also allows us to inform you of the changes that have occurred at your cooperative since last year's annual meeting and our strategic vision for the future. Our annual meeting also makes it possible for you to visit with us one-on-one and let us know how we can better serve you.

The annual meeting is an opportunity for you to exercise one of the greatest benefits of electric co-op membership: voting for the upcoming year's board of directors. Our directors are members of your community. They are concerned with the issues you face every day because they face them, too.

We are near completion of installing our new automated meter-reading system, which will allow us to capture detailed information about our system for planning and forecasting purposes.

The safety of our employees and the public is a top priority of Coleman County EC. Our employees who work outdoors attend 10 safety meetings each year, and our indoor employees attend eight safety meetings. We send our employees to trainings that cover a variety of subjects, including overhead facilities, pole climbing, metering, regulator and breaker maintenance, commercial driver's license requirements and forklift operation. This year, John Casey, CCEC safety coordinator, was awarded the Unsung Hero Award from the Texas Electric Cooperatives Loss Control program for his commitment to safety through the safety program here at CCEC and for his work with TEC to ensure the safety of all linemen and cooperative employees across the great state of Texas.

I am pleased to announce that your cooperative is retiring capital credits in the amount of \$710,239.77, which comprises CCEC's total 1985 allocations of \$342,418.63, a portion of the 2005 allocation in the amount of \$200,000, and \$167,821.14 of the 2018 capital credits allocation from Golden Spread Electric Cooperative, our wholesale power supplier.

In July 2017, the city of Coleman filed a complaint against CCEC for serving our members who fell inside city limits but within a corridor of 200 feet on either side of our lines, a territory certified through a Public Utility Commission of Texas process that granted us a certificate of convenience and necessity in 1975. Following a 1½-year process that included four rounds of requests for information, administrative law hearings and testimonies, PUC staff findings and recommendations, and the final PUC hearing, the city of Coleman was denied its request for a cease-and-desist order against CCEC. The city of Coleman's complaint resulted in unne-

cessary expenses for the cooperative that totaled more than \$94,000 in legal expenses, not to mention the man-hours it took to pull all of the information together, conduct research, answer requests for information, and testify and attend hearings. CCEC knew and followed the rules and still had to defend our position and right to serve our membership, which we were successful in doing.

On May 18, two EF3 tornadoes hit our area and caused major, widespread damage to our system. Our crews, aided by crews from fellow cooperatives and a contractor, were able to put our system back together and restore service to almost all residences within 36 hours and to all other meters in approximately four days. We lost numerous poles and thousands of feet of wire. Unfortunately, expenditures for these types of scenarios are not included in the budget and will come from general funds. We hope to recover this summer when temperatures soar and kilowatt-hour sales increase.

You can be proud of the work of your employees and their dedicated teamwork during this natural disaster. Our staff worked hard to answer every call to the office, talk to each member and follow up to make sure electricity was restored, and our employees in the field worked tirelessly to rebuild lines in wet and muddy conditions. At times, our trucks had to be pulled through water and mud by a bulldozer supplied by one of our members.

The support from our communities was tremendous. Members and nonmembers alike provided meals, snacks, drinks and much-needed prayers for the safety of our employees and visiting crews during this storm. The cooperative's board of directors talked to our members about what our crews had to do to restore service. Our board members are on call 24 hours a day, just like our employees, to answer questions and pass information along to me.

It takes a team to accomplish what we did after the destruction caused by these tornadoes, and I'm glad to report that CCEC pulled together to form that team. A huge thank-you goes to those who helped our employees by providing the meals, snacks, drinks and equipment to pull us through the mud, and especially for the prayers for our employees' safety.

As we continue in our 81st year of serving the member-owners of Coleman County EC, I can report to you that our main goal always has been and will continue to be the same: to provide the lowest-cost, most reliable, highest-quality service possible. We are constantly working to keep our costs down and our system reliability high. In our effort to continually improve, we look at new technology and new ways of doing things every day.

The board of directors and employees of CCEC remain committed to service excellence. We are and will always remain member-driven and member-focused. I look forward to seeing you at this year's annual meeting of members.

Clint Gardner

CEO/GENERAL MANAGER

BOARD OF DIRECTORS



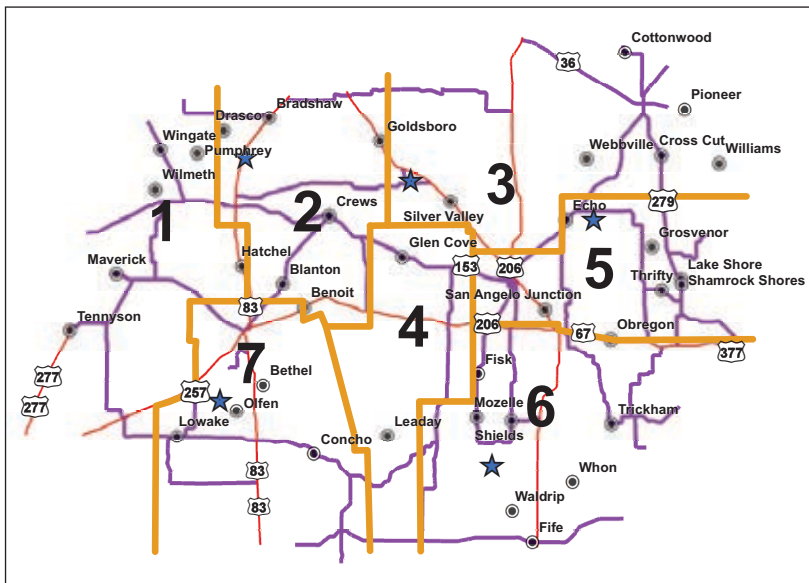
BOB FUCHS
President
2000-2021 | DISTRICT 7



ROGER KRUSE
Vice President
2008-2019 | DISTRICT 2



DAVID WRIGHT
Secretary-Treasurer
2010-2021 | DISTRICT 3



DARLA WISE
2016-2019 | DISTRICT 6



RICHARD LANGE
2017-2020 | DISTRICT 1



LES DOBBINS
2017-2020 | DISTRICT 4



BRENT MCMILLAN
2017-2020 | DISTRICT 5

NOMINATING COMMITTEE REPORT

STATE OF TEXAS • COUNTY OF COLEMAN

THE NOMINATING COMMITTEE OF COLEMAN COUNTY ELECTRIC COOPERATIVE, CONSISTING OF Dwaine Lange, Bill Bredemeyer, Jerald Wilson, Lorene Halfmann, Jody Barr, Jerry Ellis and Harriet Fischer, was appointed March 26, 2019, by the board of directors of Coleman County EC. The nominating committee met at the home office of the cooperative at 3300 N. Highway 84 in Coleman on May 13, 2019, at 9 a.m., pursuant to notice duly given, with the following members present, to wit:

Bill Bredemeyer
Jerry Ellis
Harriet Fischer
Lorene Halfmann
Jerald Wilson

We, the nominating committee, hereby nominate the following four people—two to be elected at the annual meeting of members to be held July 19, 2019—to run for the office of director of Coleman County Electric Cooperative for a term of three years from the date of their election or until their successors shall have been duly elected and qualified, to wit:

DISTRICT 2

Brent Jacob
Winters 79567

Roger Kruse
Winters 79567

DISTRICT 6

Kristi Herrod
Santa Anna 76878

Darla Wise
Gouldbusk 76845

Witness our hands at Coleman, Texas, this 13th day of May, 2019.

Bill Bredemeyer
Jerry L. Ellis
Harriet Fischer
Lorene Halfmann
Jerald Wilson

DIRECTOR NOMINEES

DISTRICT 2

ROGER KRUSE has been on the Coleman County Electric Cooperative Board of Directors since 2008 and currently serves as vice president. He has farmed and ranched all his life in the Winters area. He served 10 years on the North Runnels Hospital District board and currently serves on the Elm Creek Water Control District board. He has completed the required courses and training through the National Rural Electric Cooperative Association to receive his Credentialed Cooperative Director and Board Leadership certificates. His wife of 32 years, Rhonda, is a teacher at Winters Elementary School. They have one married son and two precious grandchildren, one married daughter, and one daughter attending Texas Tech University. The Kruses are members of North Main Church of Christ in Winters.

BRENT JACOB was raised in Runnels County. He attended Texas Tech University, completing a Bachelor of Science degree in agronomy. He farms cotton, wheat and sunflowers and raises goats and cattle. He resides near Winters with his wife, Brandi, and their two children. They are members of Our Lady of Mount Carmel Catholic Church in Winters. In recent years, Jacob has served on the Winters Area Business and Industrial Committee and the Winters Dove Fest Committee.

DISTRICT 6

DARLA WISE has served on the Coleman County Electric Cooperative Board of Directors since 2016. She was born and raised in Coleman County. She married Hank Wise of Rockwood in 1986, and together they have two sons and three grandchildren. Wise graduated in 1993 from Howard Payne University, where she earned a Bachelor of Science in elementary education. She is a fourth-generation Coleman County resident and has farmed, ranched and worked in the hunting business for more than 30 years. She has also served on the boards of the Coleman County Chamber of Commerce, Coleman County Youth Activity Center and 4B Economic Development. She received Coleman County's New Horizon Award in 2009. Wise has completed the required courses and training through the National Rural Electric Cooperative Association to receive her Credentialed Cooperative Director and Board Leadership certificates and is only one course away from receiving her Director Gold certificate. She is a member of Gouldbusk Methodist Church.

KRISTI HERROD moved to Whon in 1995 and has lived in Coleman County with the majority of her family ever since. She graduated from Santa Anna High School in May 2000 and received a Bachelor of Science from Howard Payne University and Master of Education in guidance and counseling in 2009 from Angelo State University. She has worked in public education since 2004, teaching pre-K through eighth grade. In 2013, she became the Santa Anna Independent School District counselor. Herrod has been married to her husband, David Herrod, since August 2000, and together they have two sons, ages 9 and 4. While she has enjoyed being in public education, she's decided to join her husband and family in their family business. She will begin her new journey at Herrod's Auto Sales this July.

COOPERATIVE STATISTICS

Counties served: Coleman, Runnels, Concho, Tom Green, Brown, Callahan, Taylor and Coke
Miles of 7.2/12.5-kilovolt distribution line: 3,781
Miles of underground distribution line: 1
Members: 4,606
Meters in service: 8,793
Services: 12,726
Poles: 71,781
Employees: 35
Hours worked: 72,193
Miles driven: 305,206
Vehicles: 22

Coleman County Electric Cooperative purchases 100% of its wholesale power from Golden Spread Electric Cooperative, headquartered in Amarillo, and receives power from GSEC at 11 different metering points and substations.

Total revenue: \$12,575,026
Residential: \$7,317,892
Irrigation: \$136,918
Commercial: \$4,987,206
Other electric revenue: \$133,010

Utility plant: \$41,073,552

OUR OBJECTIVE AND MISSION STATEMENT

OUR OBJECTIVE

Customer Satisfaction: Coleman County Electric Cooperative will satisfy our members and customers by supplying and delivering cost-effective, reliable products.

Safety and Environmental Responsibility: Coleman County Electric Cooperative is committed to performing all activities in a safe and environmentally sound manner.

Commitment to Excellence: Coleman County Electric Cooperative is committed to building relationships based on mutual respect and understanding. We will improve continually in all phases of our business operations.

OUR MISSION STATEMENT

Coleman County Electric Cooperative dedicates itself to the improvement of its members' lifestyle and the economic environment of its service area.

The cooperative is committed to providing safe, reliable electric service at the lowest practical cost and to meeting the changing needs of its membership with a well-trained, quality workforce and with the use of sound business practices.

FINANCIAL STATEMENTS

CONDENSED FINANCIAL STATEMENT

As of December 31, 2018

ASSETS—WHAT WE OWN

Net Utility Plant	\$18,915,055
Cash and Investments	10,496,682
Accounts Receivable	1,260,298
Materials and Supplies	53
Prepayments and Other Assets	590,394
Total Assets	\$31,262,482

LIABILITIES—WHAT WE OWE

Long-Term Debt to CFC	\$ 8,896,717
Current and Accrued Liabilities	1,681,946
Total Liabilities	\$10,578,663
Net Worth—Member Equity	
Membership Fees and Deposits	\$ 479,658
Patronage Capital	20,204,161
Total Liabilities and Net Worth	\$31,262,482

2018 REVENUES AND EXPENSES

REVENUE—WHERE IT CAME FROM

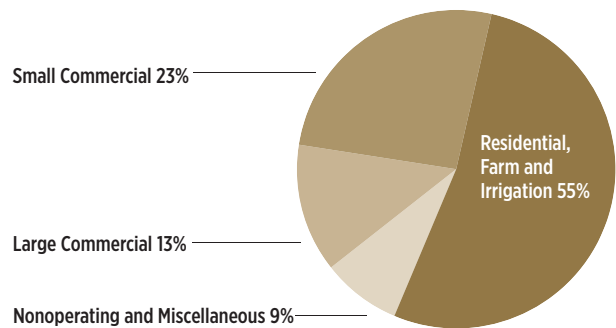
Residential, Farm and Irrigation	\$7,454,810
Small Commercial	3,128,943
Large Commercial	1,858,263
Nonoperating and Miscellaneous	133,010
Total Revenue	\$12,575,026

EXPENSES—WHERE IT WENT

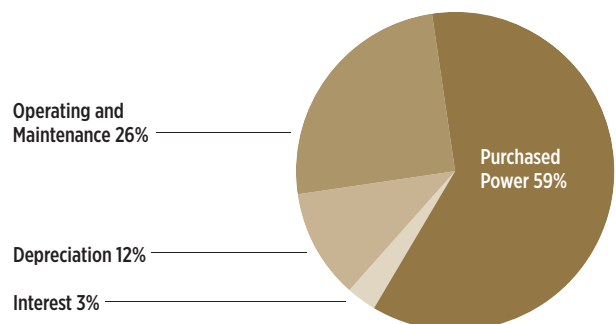
Purchased Power	\$7,154,052
Operating and Maintaining System	3,103,737
Depreciation	1,433,904
Interest on Debt	367,671
Total Expenses	\$12,059,364

Margins for 2018 **\$ 1,546,685**

WHERE IT CAME FROM



WHERE IT WENT



YOUR COOPERATIVE PERSONNEL

483 YEARS OF COMBINED EXPERIENCE

COLEMAN

Zach Adams	Staking Technician	2 Years
Ricky Baker	Metering Supervisor	39 Years
Becky Brooks	Warehouse Supervisor	6 Years
Sage Brooks	Meter Assistant/Mapping	7 Years
CoriAnn Carrillo	Member Services Representative	3 Years
John Casey	First-Class Lineman	33 Years
Murry (Mo) Clingerman	Accountant II	3 Years
Mike Curry	Equipment Operator	37 Years
Clint Gardner	CEO/General Manager	5 Years
Mark Garrett	First-Class Lineman	22 Years
Bethany Guerrero	Executive Assistant/Human Resources	8 Months
Matt Henderson	Meter Assistant	24 Years
Michael Jewell	Line Foreman	30 Years
Ladd Lawrence	Equipment Operator	2 Years
Benny Mendoza	Line Superintendent	30 Years
Danny Morales	Apprentice Lineman	4 Years
Becca O’Leary	Cashier	4 Months
Aaron Parks	Equipment Operator	3 Years
Kelly Smith	First-Class Lineman	11 Years
Sherman Smith	Staking Supervisor	38 Years
Synda Smith	Office Manager	21 Years
Trent Smith	Apprentice Lineman	7 Years
Robert Stamper	Equipment Operator	3 Months
Kenna Stevenson	Billing and Information Services	8 Years
Kolton Titsworth	Equipment Operator	7 Years
Connie Turner	Cashier	38 Years
Matt Turner	Groundman	1 Year
Michael Walters	Apprentice Lineman	10 Years
Anita Williams	Facilities Maintenance/Warehouse Clerk	3 Months
Tony Williams	Manager of Member Services	39 Years

BALLINGER

Jeff Moreland	First-Class Lineman	19 Years
Kenny White	First-Class Lineman	2 Years
Edward Fuentes Jr.	Apprentice Lineman	5 Months

WINTERS

Zach Hooper	Apprentice Lineman	3 Years
Mark Kaczyk	First-Class Lineman	27 Years

COOPERATIVE CONSULTANTS

Richards, Elder & Gibson	Attorneys
Bolinger, Segars, Gilbert & Moss	Auditors
SGS Engineering	Engineers