

NIPCO

A Touchstone Energy® Cooperative 

Wired **TO**
SERVE

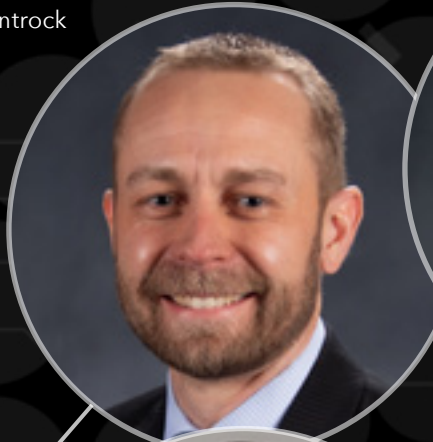
2022 ANNUAL REPORT

2023 NIPCO ANNUAL MEETING PRESENTERS

Andy Buntrock

Vice President of Strategic Planning and Communications • Basin Electric Power Cooperative

Andy has been employed with Basin Electric since 2008. Buntrock received his Master of Business Administration degree from North Dakota State University, Fargo and a Bachelor of Science degree in Business from North Dakota State University. Buntrock also holds an Associate of Applied Science degree from Air Force Community College, and attended Banking School at Community First Bank. He studied International Business at Ecole Supérieure d'Agricultures, Angers, France. He retired from the North Dakota Air National Guard after 21 years.



Tyler Hamman

Vice President of Governmental Relations • Basin Electric Power Cooperative

Tyler joined Basin Electric in 2017. Prior to joining Basin Electric, Tyler was the Director of Government Affairs for the Lignite Energy Council, as well as the Director of the North Dakota Transmission Authority. Hamman spent several years working on energy and environmental policy in Washington, D.C. as an advisor to the House Natural Resources Committee and on the staff of the Senate Energy and Natural Resources Committee. He has a Bachelor of Science degree in Agriculture from Kansas State University.



CJ Brown

Director of System Operations • Southwest Power Pool

C.J. Brown received his Bachelor of Science degree in applied mathematics/economics from the University of Central Arkansas in 2000 and was NERC Reliability Coordinator certified in 2007. He has been with Southwest Power Pool (SPP) since 2006 and is currently the director of system operations at SPP. His responsibilities include oversight of the SPP real time operations for tariff administration, markets, balancing authority and reliability coordination functions in the Eastern and Western interconnections. He has over 22 years of experience in the electric utility industry with roles in generation, power marketing, market monitoring and system operations.



Matt Washburn
Executive Vice President & General Manager • NIPCO

In his 20-plus year career with NIPCO, Matt has served as the Vice President of Management Services & Chief Financial Officer for the generation and transmission cooperative and held the position of Senior Vice President and Chief Operating Officer before being named to lead NIPCO in 2015. Matt also served as the Chief Operating Officer of NIPCO Development Corporation, a subsidiary of the cooperative, from 2006 until its operations were merged into the Cooperative in 2011.

2023 NIPCO ANNUAL MEETING AGENDA

Tuesday, April 11, 2023

8:00 AM	Continental Breakfast	Salon B
9:00 AM	Business Meeting	Salon A
9:30 AM	Basin Electric Power Cooperative Update - Andy Buntrock & Tyler Hamman	Salon A
10:15 AM	Southwest Power Pool Update - CJ Brown	Salon A
11:00 AM	BREAK	Salon B
11:15 AM	NIPCO Update - Matt Washburn	Salon A
12:00 PM*	Lunch & Recognitions	Salons B & C

*NIPCO Directors will meet in the Dakota Room at noon for a brief re-organizational meeting.

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NIPCO BOARD OF DIRECTORS



Ronald Steinhoff
Vice President
Woodbury County REC



Thomas Wagner
Treasurer
Basin Electric Representative
North West REC



Louis Reed
President
Western Iowa Power Cooperative



A. James Sharp
Harrison County REC



Dr. James Else, D.V.M
Western Iowa Municipal
Electric Cooperative Association

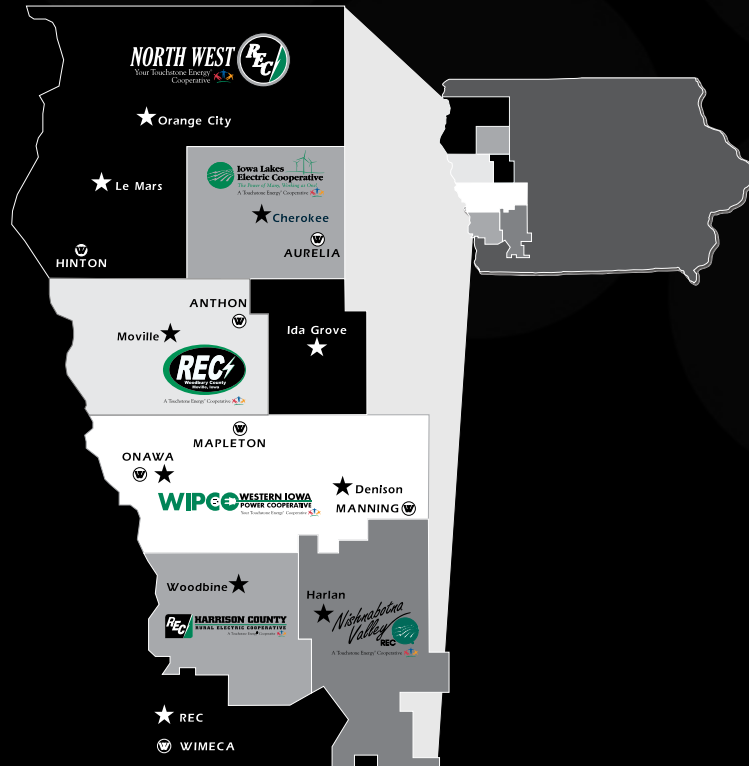
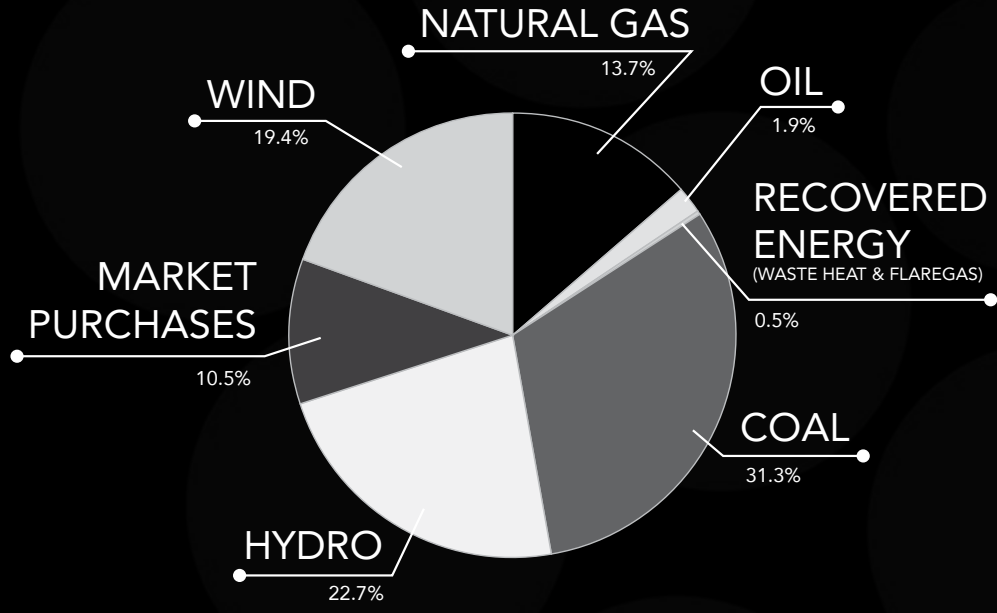


Bryan Greve
Nishnabotna Valley REC



Trent Will
Secretary
Iowa Lakes Electric Cooperative

2022 NIPCO GENERATION PORTFOLIO



2023 NIPCO GENERAL MANAGER EXECUTIVE REPORT

NIPCO's Annual Meeting theme for 2023 is "Wired to Serve." Now, more than ever, taking actionable steps to keep the power flowing through western Iowa while maintaining stable rates is how we are wired.

There's no doubt that significant changes to the way we generate, transmit, and consume energy are happening in our industry. But utilities like NIPCO and our member cooperatives are answering the call with innovative solutions to serve their local communities despite the increasing challenges that are stressing the electric service industry now and as we look to the future of service.

Facing risks in our industry is not new. More recently, however, we are seeing a growing convergence of risks, including powerful storms and natural disasters, increased consumption from emerging loads with unique characteristics, exposure to energy markets, physical and cyber threats to our infrastructure, supply chain

disruptions, and the impacts of regulatory tug-of-war. Whether working together or independently, these issues impact the delicate balancing act of reliability versus cost-effectiveness.

Taking steps forward as we walk the highwire of these challenges requires a slow and methodical approach and lots of balance. Unfortunately, a media landscape of hyper-aware energy "experts" is keen to deliver doom and gloom reports surrounding the type and adequacy of our energy resources, our ability to serve reliably, affordably, and sustainably and critiquing our slow transition from an economy powered by fossil fuels to one powered by higher penetrations of wind and solar that serve intermittently.

In recent years, severe weather events have highlighted the need for fuel diversity in maintaining system resiliency. If one source of power is constrained during a storm (such as 2021's Winter Storm Uri), having others available

to fill the gap can provide stability and keep the lights on. But as the generation mix shifts away from conventional fuels, additional changes will be necessary to ensure both resiliency and reliability.

Modernizing the national grid with new technologies can offer a variety of solutions during the energy transition. Since 2017, NIPCO has dedicated efforts to modernizing its system infrastructure through its Renewal and Replacement Plan. For NIPCO, renewal and replacement projects focus primarily on rebuilding substations, transmission lines, and switches to incorporate newer technologies that improve capacity, physical strength, and communications features. For substations, this means increasing the footprint for safer access by line crews, newer and larger control buildings that house modern SCADA (Supervisory Control and Data Acquisition) equipment, installing underground fiber-optics for improved communications, and integrating enhanced security

measures. We have come a long way and have more work to do, but NIPCO staff has managed these efforts without negatively impacting rates.

Our goal should be to leverage partnerships to serve as the touchstone of facts and real-world knowledge to counter the calls for a swift transition to a clean energy future without considering the negative impacts of cost and reliability for our member-owners. We must work as a cooperative family to foster the value of thoughtful and systematic decision-making that places the needs of our members above everything else.

The value of the cooperative model shone brightly during 2022. In many ways, 2022 was a transition year for our industry and the general economy. Being part of the electric cooperative family has allowed NIPCO to succeed during these turbulent financial times. Whether it is purchases from cooperative vendors, purchasing power from an electric cooperative, or having access to capital from our cooperative lenders, the

cooperative model continues to benefit NIPCO and its members through times of uncertainty.

Within the pages of this report, you will read about how NIPCO, as a wholesale generation and transmission cooperative, strategically delivers the reliability of power and resiliency of our infrastructure and ensures that the resources we use to serve the membership are effectively and efficiently meeting this moment.

Being Wired to Serve gives NIPCO the ability to withstand and recover from disruptive events and predict and adapt to ensure our member-owners have the reliable power they need in a time of new energy challenges. We never take for granted the opportunity to work together – within our organization or with our industry partners – to pay attention to local and regional differences, adapt to major changes, and answer the call to

serve with innovative solutions and the chance to learn from and lean on others.

It's not "us" or "them." It's "we" that are wired to serve, driving all of us to a cleaner energy future.



WIRED TO SERVE

How NIPCO powers western Iowa is, coincidentally, how we deliver power throughout western Iowa. What do we mean by this? Have you ever looked closely at the electric conductor wire used for the high-voltage transmission of electric power from the generation source to the end user? The similarities to its mechanics and how NIPCO “conducts” its service to its members is astounding.

A quick tutorial in physics will tell you that conductors are materials that permit electrons to flow freely through them, thus making them useful for electric current. The conductors NIPCO uses to transmit electric power throughout western Iowa are aluminum conductor steel reinforced cables, known as ACSR. The outer strands of ACSR consist of a high-purity aluminum for optimal electric conductivity, wrapped around center strands comprised of high-strength steel. The external conductor wires are forged in layers concentrically stranded around the steel center strands, which serve as a reinforced core. Together, the different strand layers create a thick conductor wire that serves as a solid pathway for electrons to flow. As each electron moves uniformly through the aluminum conductor, it uses the momentum of positive and negative charges

to move electrons together as a group or current.

In many ways, the ACSR cabling used to carry electric current across the NIPCO service territory acts much like NIPCO and its member cooperatives. The center strands represent our member distribution and municipal cooperatives, which serve as the core strength of our operation. Without them, the pathway of power would bend and break. The outer aluminum strands represent NIPCO, providing a reliable path to ensure the current of those “service electrons” keeps moving forward. The electrons represent the multitude of services the NIPCO family develops and delivers to benefit the lives and the communities of those we serve daily.

The strength of its core determines the strength of the structure. The conductor’s multi-layered composition ensures its resiliency to withstand even the fiercest storms.

It’s not just electric wire; it’s how we connect. At NIPCO, we are wired to serve. Our members are at the center of everything we do. Together, we power and empower western Iowa in ways

that build brighter futures and re-energize the rural landscape.

This report highlights just a few ways NIPCO has conducted its operation during 2022, delivering wholesale energy supply, communications, and related services for the benefit of the member cooperatives and the communities of western Iowa in a safe, reliable, competitive, and environmentally responsible manner.



HOW NIPCO SERVES

Generation and transmission (G&T) power cooperatives support members in many ways. The primary (and most obvious) ways are in the areas of reliability of power supply, resiliency of infrastructure, and ensuring generation resources are available to meet electric demand (Resource Adequacy). To secure reliability of service to our members and to prepare for economic development projects that will improve the lives of those in western Iowa, NIPCO is proud of the work we have done with our partners in power generation, resource management, and those managing and rebuilding an electric system that is more robust and innovative than ever before.



RELIABILITY

The reliability of power supply can be underscored by the value of wholesale power contracts NIPCO shares with its power providers, Basin Electric Power Cooperative and Western Area Power Administration (WAPA). For NIPCO and its members, the value of the wholesale power contract provides long-term reliable power delivery and rate stability. It brings long-term partnerships with a network of organizations that collaborate to enhance the power network's services and strength.

Through NIPCO's wholesale power contracts with Basin Electric and WAPA, thousands of miles of transmission infrastructure and multiple points of delivery are maintained and managed to secure reliable power delivery from diverse generation resources to NIPCO's service territory.

In turn, wholesale power contracts between NIPCO and its seven Class A members reinforce the role of the G&T: serving its membership within the not-for-profit cooperative business model, operating under the Seven Cooperative Principles.

Wholesale power contracts provide a safeguard to protect participants against potential negative rate impacts by spreading the risk over multiple members and smoothing the financial impact over the term of the contracts. It's a long-term commitment to the shared goal of service to the end user.



It's a promise to support one another through generations of leadership and allows all parties to look to the horizon and what lies beyond it.

RESILIENCY

NIPCO's ongoing, multi-year Renewal and Replacement Plan addresses the immediate and long-term needs impacting the resiliency of NIPCO's aging infrastructure. The three-year Federal Emergency Management Agency (FEMA) hazard mitigation project, which retrofitted 151 miles of NIPCO's oldest transmission lines, was completed in 2014. This project kick-started a multi-year plan to upgrade infrastructure across the entire NIPCO service territory, focusing on modernizing transmission infrastructure over 50 years old and part of NIPCO's original build.

For NIPCO, construction projects focus primarily on rebuilding substations, transmission lines, and switches to incorporate newer technologies that improve capacity, physical strength, and communications features. Transmission lines are rebuilt to address sections that have reached end-of-service life, to increase power flow capacity, and improve ice and wind loading. In some cases, switches and spans of line are also being relocated to allow easy access for line

crews, minimizing impact to landowners.

Since the multi-year Renewal and Replacement Plan began in 2017, 221 miles of transmission line, nine switch stations, and 40 substations have been improved. Approximately 30 miles of transmission line, one switch station, and six substations received upgrades in 2022, with one new substation, Garfield, being added to

NIPCO's electric transmission system. At the end of 2022, infrastructure over 50 years old and requiring upgrades includes 300 miles of 69kV transmission line, eight switch stations, and 31 substations.



RESOURCE ADEQUACY

The topic of reliable and affordable power is a newsworthy one. The available power supply becomes a major news story when temperatures spike or drop. During 2022 the North American Electric Reliability Corporation (NERC) released reports outlining its Reliability Assessments for summer and winter.

While electric cooperative members in western Iowa heard stories of power supply shortages, it is essential to know that NIPCO's power supply is sufficient under normal conditions. NIPCO's power providers, Basin Electric Power Cooperative and Western Area Power Administration (WAPA), are well-positioned to meet seasonal peak demand.

Additionally, Southwest Power Pool (SPP), the regional transmission organization (RTO) that serves western and some central Iowa cooperatives, was identified as a "lower risk" thanks to the addition of 3.7 GW of added generation capacity, including natural gas and wind generation, since 2021. Being identified as "low risk" means that SPP projects enough generation capacity among

normal conditions to satisfy consumer demand for power across its 14-state footprint, including western Iowa. Barring the isolated energy emergency alert (EEA) prompted by a widespread, prolonged weather event, unplanned outages at generation facilities, or damage to the existing transmission system, resource adequacy in western Iowa is satisfactory.

In fact, SPP and its members maintained reliability and met energy demand through two of the year's hottest and coldest days. In the summer of 2022, SPP reported a new summertime peak load of 51,512 megawatts (MW) that occurred on July 14, topping the previous all-time peak of 51,377 MW set just three days earlier.

Five months later, Winter Storm Elliott tested the limits of power grids across the US. The December 2022 storm produced double-digit sub-zero temperatures, high winds, blizzard conditions, and power outages impacting millions of people. Western Iowa felt the impact as these conditions hung over the region for several days, including those leading

up to the Christmas holiday. With families gathering to celebrate, home heating, water heating, and appliance use pushed electric consumption to all-time highs. While SPP issued several energy advisories and alert declarations, peak demand was met across the SPP footprint, including the NIPCO service territory.

It was during Elliott, that SPP set a new record for electricity use during the winter season on December 22, with electric load exceeding 47,000 MW. The previous record was 43,661 MW, set on February 15, 2021, during Winter Storm Uri.

Meeting the power demands of cooperative member-consumers in western Iowa during Elliott's wrath supports the data reported in NERC's winter reliability assessment. Like SPP, NIPCO also set a new all-time peak of 269.36 MW (megawatts) at 5:30 pm on December 22, 2022. This value represents a 12.97 MW (5%) increase from the previous peak, recorded on February 16, 2021, of 256.39 MW during Winter Storm Uri.



THE "BESS" WAY TO REACH

NIPCO continues to operate its battery storage system in coordination with its load management system, Switch Makes Cents. Basin Electric Power Cooperative, which provides power to electric co-ops across the Midwest, introduced a member-owned Trial Battery Rate into its policy in 2019. The rate allocates up to 150kW per Class C member to employ between a substation and the end user. NIPCO collaborated with its members to pool their individual allocations to integrate two Tesla® Megapacks into a feeder at a single substation within the NIPCO system.

The 975-kilowatt battery is connected to the Lawton Substation, located west of Lawton, Iowa, and is being operated for the express purpose of peak-shaving. The battery is charged during off-peak hours and then discharged during peak hours. The Megapacks, also known as a battery storage system (BESS), store energy that can be discharged during peak hours. The Megapacks allow NIPCO to reduce their demand purchased from Basin Electric, which helps reduce costs that would eventually be passed along to member-consumers. Additionally, the

Basin Electric Base Rate Demand Period Waiver allows NIPCO to charge the battery without being included in NIPCO's billing peak. Avoided purchased power savings generated through the operation of the BESS are socialized across the entire NIPCO membership and, ultimately, passed along to the members at the end of the line. In 2022, the battery was discharged a total of 71 times. Operational data is shared with members every month.

NIPCO continues to explore ways to improve the utilization and management of BESS and to improve NIPCO's overall load control strategy. Since installation, the battery has been manually scheduled for discharge. Currently, NIPCO is redesigning its control logic to create a more automated approach, initiating the battery to discharge at the exact time that most benefits the NIPCO membership.



OPERATIONAL EFFICIENCIES



INFORMATION TECHNOLOGY & TELECOMMUNICATIONS

Cybersecurity is the art of protecting networks, devices, and data from unlawful access or criminal use, and providing confidentiality, integrity, and availability of information. As cybersecurity threats continue to grow at home and in the workplace, it's important to know the measures NIPCO has implemented to educate and protect its employees and our member cooperatives to safeguard against cyberattacks and maintain the safe and reliable delivery of power throughout western Iowa.

NIPCO works closely with our member cooperatives, G&Ts across the US, the Iowa Association of Electric Cooperatives, and the National Rural Electric Cooperative Association (NRECA) to establish relationships, provide tools, and to share resources and training information to harden and improve the overall cyber landscape.

Steve Spieler, NIPCO's Chief Information Officer, believes that the first and best line of defense against cyber threats

is human. Here, education is imperative. "NIPCO and many of our member cooperatives actively participate in ongoing educational programs and training," explained Spieler. "KnowB4 is the world's largest integrated platform for security awareness training. Employees of NIPCO and our member co-ops are provided with resources and tools to help identify the ways threat actors try to penetrate their organizations, such as social engineering, spearfishing, and ransomware attacks."

Spieler also leads NIPCO through regular training provided by NRECA's RC3 Program. The Rural Cooperative Cybersecurity Capabilities (RC3) Program has tools and resources that assist cooperatives in identifying weaknesses to cyberattacks and developing an incident response plan. NIPCO conducts periodic exercises among staff members to test these plans. "How we respond in these drills deepens our learning so we can improve our skillset in protecting our members and our infrastructure," Spieler said.

"Information-sharing and networking across cooperatives in our system as well as nationally makes us all stronger and more cyber-aware." Spieler, along with IT Administrator Kyan Ludwig, provides IT (information technology) support services, upon request, to member co-ops that include:

- Communicating with NIPCO Members about new technologies or settings to help them secure their hardware, software, and networks from hackers;
- Helping to implement new hardware, software, or technologies;





NIPCO's transmission and distribution substations. Fiber optic rings connecting major transmission substations provide communication redundancy throughout NIPCO's system should fiber service be interrupted due to a cut or fault in the system.



- Utilizing NIPCO as a Help Desk to answer any members' questions on anything that is IT-related;
- Providing another set of eyes to help troubleshoot any IT issues that they may have.

NIPCO remains vigilant as it works with its member electric cooperatives and local and national partners to advance cybersecurity defenses to keep our systems secure.

NIPCO owns, operates, and maintains over 700 miles of overhead and underground fiber optic cable that connects




Safeguarding NIPCO's power grid network, as well as all other networks within NIPCO, is ongoing as cyber threats increase and threat factors work hard at disrupting the national power grid.





MEMBER ENGAGEMENT

NIPCO works hard to increase system reliability and enhance power quality to meet member demand. Equally important, NIPCO serves as a valuable resource to its members for reliable communication and educational readiness with resources that support engagement on cooperative information and services. NIPCO provides a variety of services to our members that meet the evolving needs of an ever-changing energy landscape and deepen the relationship with members and other stakeholders to promote powerful partnerships that build advocates.


Some of the ways NIPCO supports its members include:




Annual Energy Trail Tours to provide an opportunity for members to get up-close and personal with the source of their electricity.




Website Services hosting and content management assistance by NIPCO for Class A Members



EV Demos at member meetings and events



Lineman 360 Virtual Reality Experience





Matching Donations
Program to promote the cooperative principle of Concern for Community



Scholarship Programs for youth

Member support at annual REC Day on the Hill and participation in Iowa Grassroots meetings, events, and activations



Full-service photography, video, and design services for Class A Members

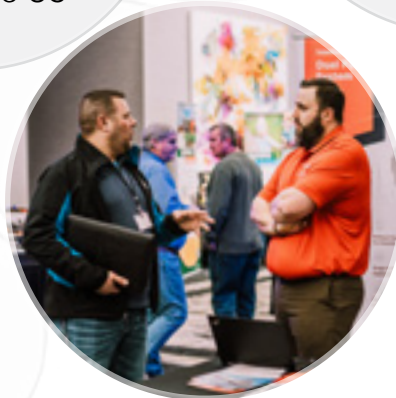


Membership in the CHARGE Network to support electric vehicle education and adoption by cooperative members across the US

Iowa State Fair annual sponsorship of the Bruce L. Rastetter 4-H Exhibits Building in collaboration with Iowa's Touchstone Energy® Cooperatives

Policy support of economic development programs that promote community, commercial, and industrial projects in western Iowa

Annual Momentum is Building Conference coordination through NIPCO's membership in the Iowa Cooperatives for Energy Efficiency Association



Financial and administrative support of the Iowa Association of Electric Cooperatives' Shine the Light Volunteer Recognition Program



Through these resources and so many more, NIPCO and its member cooperatives can and will engineer networks of relationships and promote a strong, local presence that provides powerful communications and engagement with the communities they serve.

FINANCIALLY STRONG

NIPCO finished 2022 in a strong financial position. 2022 book margins were above budget due to the higher-than-expected patronage assignment from our primary power provider, Basin Electric Power Cooperative. Year-end financials reflect significant book margins of \$10,214,215, which includes the 2022 patronage assignment from Basin Electric of \$8,328,620.

NIPCO's positive financial position allowed the Board, at its August and November meetings, to approve two separate patronage retirements totaling \$2,872,450 of the remaining 2009 and a portion of the 2010 patronage assignments to the membership.

With favorable weather conditions, 2022 was a very productive year for NIPCO's multi-year Renewal and Replacement Project. Work completed in 2022 included approximately 30 miles of transmission line, one switch station, and six substation upgrades, with one new substation added to NIPCO's electric transmission system. These projects require a significant investment by our members. Our membership in SPP continues to provide positive

economic results by allowing us to generate revenue from many of our transmission assets.

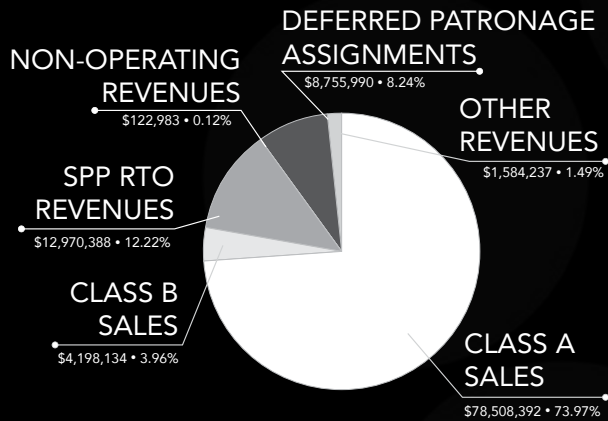
We are fortunate that NIPCO's financial strength allows for easy access to capital from our primary lending partners, National Rural Utilities Cooperative Finance Cooperative (CFC) and CoBank. In December, CFC provided NIPCO with a \$60 million multi-draw project loan to finance these current and future construction projects.

2022 was a strong year for Basin Electric Power Cooperative and its wholly owned subsidiary Dakota Gasification Company. This is attributed to high commodity prices for the sale of fertilizer and by-products, as well as improved operational efficiencies within the organization. Basin Electric's Board of Directors authorized two bill credits to its Class A members totaling \$115 million. NIPCO's portion of these bill credits was approximately \$4.3 million. Basin Electric also marketed and sold NIPCO's unused renewable energy credits (RECs) for 2022. These sales of RECs netted NIPCO approximately \$479,000 in additional unbudgeted revenues.

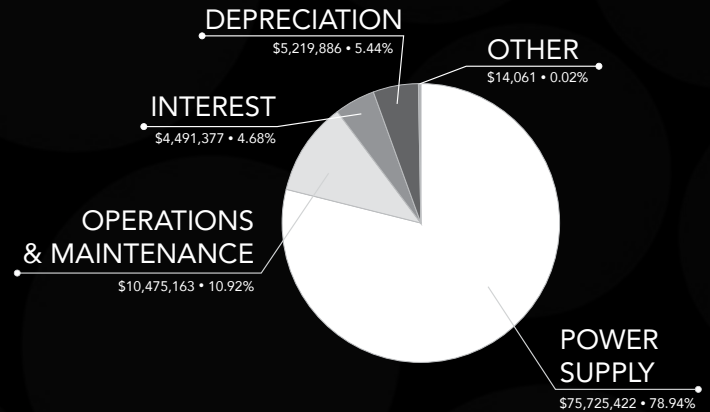
NIPCO did not anticipate these additional revenues in its financial forecast and rate-making calculations for 2022. As such, \$2.4 million of these unanticipated revenues were forwarded to the NIPCO membership via a bill credit. The remaining revenue was deferred and will be used to offset potential increases in the 2023 and 2024 NIPCO Class A rate.

A substantial rate increase from Western Area Power Administration (WAPA), one of NIPCO's power providers, placed negative pressure on the budgeted 2023 NIPCO rate. This increase resulted from a "drought adder" being incorporated into the WAPA rate as well as an increase in the base rate. However, solid revenues from SPP, a slight decrease in purchased power costs from NIPCO's primary power provider, Basin Electric, and the revenue deferred from 2022 to 2023 aided in offsetting the potential 2023 wholesale rate increase. At the October Board Meeting, NIPCO Directors voted to accept a slight increase to the NIPCO 2023 budgeted wholesale rate of less than one M/kWh (mill per kilowatt-hour) or 1.5%.

2022 INCOME

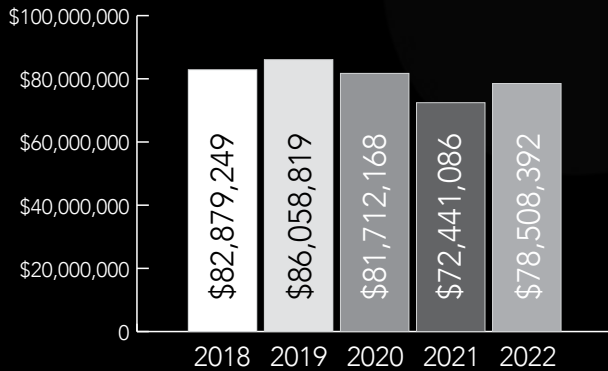


2022 OPERATING EXPENSES



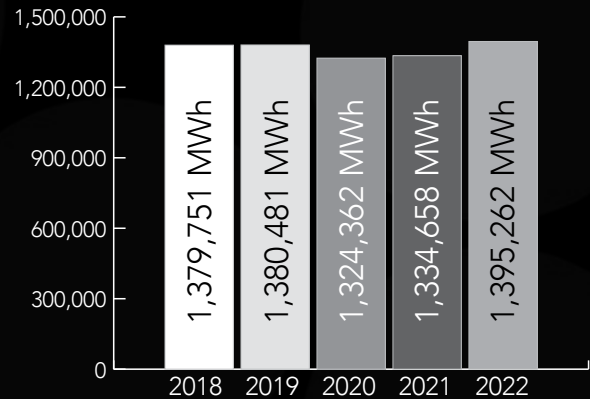
2018-2022 CLASS A SALES

Dollar Value

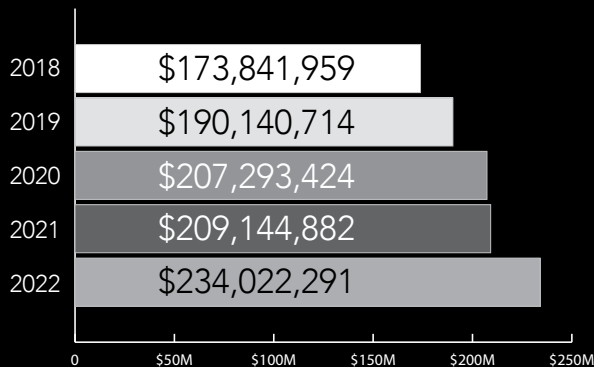


2018-2022 CLASS A SALES

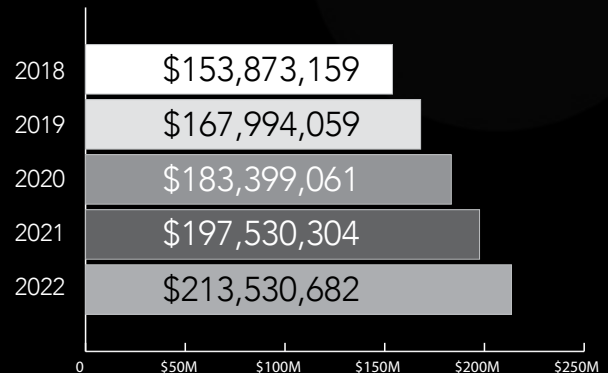
MWh



2018-2022 TOTAL ASSETS



2018-2022 TOTAL UTILITY PLANT (GROSS)



- *We are* -
WIRED TO SERVE



MATT WASHBURN
Executive Vice President &
General Manager



JAYME HUBER
Vice President of
Engineering and
Operations



JANE SCHEITLER
Chief Financial Officer



STEVE SPIELER
Chief Information Officer



CHAD BARTHMAN
ROW, Safety, Inspection Coordinator



ERIC BERKENPAS
Journeyman Lineman



TOM BERKENPAS
Transmission Superintendent



DARWIN BETSWORTH
Control Operator



BRANDON BROTHERTON
Journeyman Lineman



ANGELA CATTON
Manager Member Relations & Development



LUCAS ELSE
Journeyman Lineman - Outpost



JODI EMERSON
Staff Accountant



TIM HANSEN
Senior Telecommunications Technician



BJ HETZEL
Crew Foreman



JOSH HEWITT
Control Operator



KEVIN HUBBARD
Substation Technician



DON JENNINGS
Senior SCADA Technician



JACOB JOCHIMS
Journeyman Lineman - Outpost



LISA KARR
Accounting Services Manager



JEFF KOONS
SCADA Technician



CHRIS LARSON
System Planning and Protection Engineer



MARY LIVERMORE
Receptionist



KYAN LUDWIG
IT Administrator



JENNIFER MACK
Human Resources Administrator



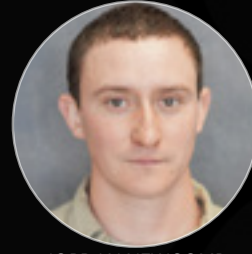
JIM MARCO
General Projects Coordinator



BRIAN MYERS
Control Operator



MARK NELSON
Power Dispatching Manager



JORDAN NEWCOMB
Journeyman Lineman - Outpost



GRANT OLIVER
Crew Foreman - Outpost



JUSTIN OTT
Sr. Meter Technician



NATHAN PAULING
Substation Electrician



ANDREW PAULSEN
System Project Engineer



JEFF PERSINGER
Apparatus Services Manager



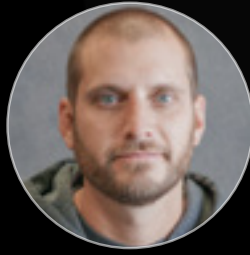
RACHEL ROGERS
Communications Specialist



MARC SCHEITLER
Senior Telecommunications Technician



JOSH SCHIFF
Electrician Foreman



JOE SITZMANN
Procurement & Equipment/Facilities Manager



JASON STOCK
Relief Control Operator



AMY TENNAPEL
Administrative Assistant



BILL THOMPSON
Crew Foreman



ADAM TYLER
Control Operator



BRETT WASHBURN
Control & Relay Technician



JEFF ZETTEL
Engineering Technician



Northwest Iowa Power Cooperative is an equal opportunity provider, employer, and lender.

www.nipco.coop | 31002 C38 Le Mars, Iowa 51031 | 712-546-4141