

**ROLLING HILLS
ELECTRIC COOPERATIVE**

NEWS

**ROLLING HILLS
ELECTRIC CO-OP, INC.**

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STAFF

Jon Robinson
CEO/General Manager

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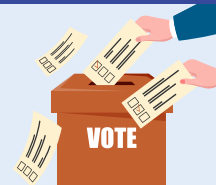
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Trustee Election Process

It is already that time of year to begin the trustee election process. Please read through the qualifications and process for nomination of trustees for election outlined in the article below.

NOTE: THIS PROCESS WAS REVISED IN THE BYLAWS IN 2020.



SECTION 5.2. QUALIFICATIONS TO BE NOMINATED, ELECTED AND REMAIN A TRUSTEE.

Any natural person will be eligible to be nominated, elected and remain a Trustee of the Cooperative who:

- ▶ Is a Member of the Cooperative residing in the Trustee District which the Member is to, or does represent, and is receiving a Cooperative Service at the Member's primary residential abode, for at least 10 months out of every calendar year or;
- ▶ Is authorized by a Member Entity to serve as a Trustee, if the Member Entity occupies and uses a Cooperative Service at a location within the Trustee District from which the Trustee is nominated or elected for at least 10 months out of every year. If authorized by a Member Entity to serve as a Trustee on behalf of the Member Entity, the authorized Trustee Member must also receive a Cooperative Service at that individual Member's primary residential abode within the Trustee District from which the Trustee is to, or does represent for at least 10 months out of every year;
- ▶ Has the capacity to enter into legally binding contracts;
- ▶ Meets and retains all of the qualifications for membership in the Cooperative;
- ▶ Is not an employee of the Cooperative or in any way financially interested in a competing enterprise or a business engaged in selling energy, energy services or energy supplies or maintaining energy-producing or selling facilities. However, the Board may grant exceptions for "de minimis" competing enterprises;
- ▶ It is not closely related to an incumbent Trustee or an employee of the Cooperative. The term "closely related" means the relationship of spouse, father, mother, brother, sister, son and daughter existing by reason of blood, marriage or adoption;
- ▶ Has not had a conviction or judicial determination involving a felony crime or a crime of moral turpitude;

- ▶ Is not employed by another Trustee, or employed by an Entity over which another Trustee exercises substantial control.

SECTION 5.5. DISTRICTS. The territory of the Cooperative shall be divided into three Member Trustee Districts, as hereafter described, for the purpose of electing and constituting the Cooperative's Board of Trustees. The boundaries of Trustee Districts shall be depicted on an official territory and Trustee District map adopted and approved by the Board of Trustees of the Cooperative. The official territory and Trustee District map shall be maintained, for Membership review and inspection, at the Registered Office of the Cooperative. For an equitable representation of the Members, the number of Members represented by a Trustee within each Trustee District must be within twenty (20%) percent of the number of Members represented by a Trustee within every other District. The Board may amend the boundaries of the Districts, from time to time, as required, or as deemed necessary or appropriate.

CURRENT BOARD OF TRUSTEE DISTRICTS AND TRUSTEE POSITIONS ARE:

DISTRICT ONE

- ▶ **POSITION ONE** – At Large from the Counties of Ellsworth, Russell, Lincoln, Barton, Saline and Ottawa;
- ▶ **POSITION TWO** – At Large from the Counties of Ellsworth, Russell, Lincoln, Barton, Saline and Ottawa;
- ▶ **POSITION THREE** – At Large from the Counties of Ellsworth, Russell, Lincoln, Barton, Saline and Ottawa.

DISTRICT TWO

- ▶ **POSITION ONE** – At Large from Mitchell, Osborne, Smith, Jewell, Rooks and Phillips Counties;

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Cooperatives Team Up to Strengthen Workplace Safety for Independent Salt Company



Rolling Hills linemen (from left) Wyatt Bohnen, Ryan Lively and Logan Adams watch as Doug Errebo demonstrates. Learning the hidden dangers of mylar balloons through an electric safety demonstration can make a big difference in preventing power outages and electrical hazards.

Safety is a shared responsibility, and sometimes the best results come when organizations work together to achieve a common goal.

That was the case on May 1 when Western Cooperative Electric and Rolling Hills Electric Cooperative partnered to provide an electrical safety demonstration and training in Ellsworth for the employees of Independent Salt Company in Kanopolis.

Independent Salt Company is a key industrial account served collaboratively by both cooperatives. After conversations with company representatives revealed an interest in refreshing workplace electrical safety practices, Western Cooperative Electric reached out to Rolling Hills Electric Cooperative to combine resources and expertise for a hands-on training opportunity focused on electrical awareness, hazard recognition, and safe work practices around energized equipment.

The event brought together safety professionals, operations staff, and cooperative personnel with a common purpose: reinforcing the importance of workplace safety and providing practical knowledge employees could use every day.

For both cooperatives, the training represented more than an educational opportunity. It was a chance to put one of the cooperative principles — Cooperation Among Cooperatives — into action.

“Safety education is an important part of the service we provide,” said Jay Scott, WCE safety manager. “We appreciated the opportunity to work alongside Rolling Hills Electric and Independent Salt Company to help reinforce safe practices for their team. We truly value this shared partnership and the positive impact it created.”

Throughout the demonstration, Independent Salt Company employees were encouraged to ask questions, discuss real-world situations, and gain a better understanding of the risks associated with working around electrical equipment. The interactive format helped participants connect safety concepts to the work they perform each day.

The impact of the training extended well beyond the event itself.

Following the demonstration, Independent Salt Company reviewed information presented during the training and implemented internal changes aimed at strengthening workplace safety practices.



Jay Scott, safety manager, (left) and Tyler Lang, lineman, (second from left) both from Western Cooperative Electric, joined Rolling Hills Safety Coordinator Scott Splichal (right) and the Rolling Hills Ellsworth Outpost line crew for a hands-on demo — wrapping up with a great team photo and even better collaboration.

“The demonstrations and discussions provided practical examples that reinforced why safety must remain a priority every day. It gave our team an opportunity to evaluate our own practices and identify areas where we could make improvements.”

**DANIEL REDETZKE, MINE ENGINEER/TECH SERVICES
MANAGER AT INDEPENDENT SALT MINE**

For both cooperatives, seeing the company take action based on what was learned was one of the most rewarding outcomes of the partnership.

“One of the most valuable aspects of the training was seeing electrical safety from a different perspective,” said Daniel Redetzke, mine engineer/tech services manager at Independent Salt Mine. “The demonstrations and discussions provided practical examples that reinforced why safety must remain a priority every day. It gave our team an opportunity to evaluate our own practices and identify areas where we could make improvements.”

Reed Bayles, operations manager at Independent Salt Mine agreed, noted that the hands-on approach made the demonstration especially impactful.

“The demo wasn’t just a presentation — it was an opportunity for our employees to engage in meaningful conversations about workplace safety,” Bayles said. “The variety of examples and real-world scenarios shared by Western and Rolling Hills helped our team think differently about potential hazards and ways to reduce risk. We appreciated the investment both cooperatives made in helping us strengthen our safety culture.”

The collaboration also highlighted the value of cooperative partnerships.

“We appreciate the opportunity to work alongside Western Cooperative Electric to provide this safety training for Independent Salt Company,” said Scott Splichal, Rolling Hills safety coordinator. “When cooperatives collaborate and share resources, it creates meaningful opportunities to improve workplace safety and serve our members and partners more effectively.”

While electric cooperatives are best known for delivering reliable power, they also serve as trusted resources for the communities and businesses within their service territories. The successful partnership between Western Cooperative Electric, Rolling Hills Electric, and Independent Salt Company demonstrates how cooperation, education, and a commitment to safety can create lasting benefits for everyone involved.

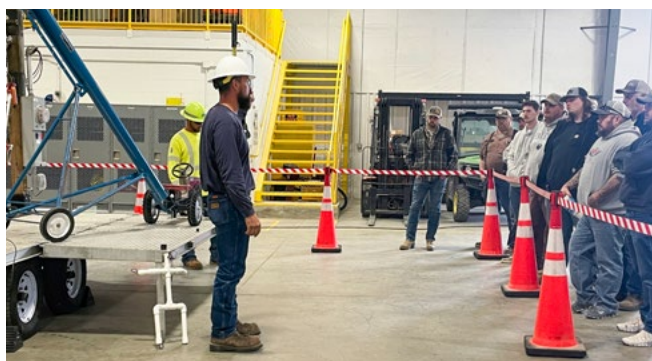
By combining expertise, sharing resources, and putting safety first, the organizations turned a simple conversation into stronger safety practices and a safer workplace.



Rolling Hills lineman Ryan Lively (left) assists Doug Errebo in showcasing the effects of electrical contact on a steel-belted tire during a safety demonstration.



Rolling Hills linemen (from left) Wyatt Bohnen and Evan Keating watch as Doug Errebo demonstrates the importance of using GFCI receptacles.



Western’s Tyler Lang discusses the importance of proper personal protective equipment (PPE).

Trustee Election Process *Continued from page 12A ►*

- **POSITION TWO** – At Large from Mitchell, Osborne, Smith, Jewell, Rooks and Phillips Counties;
- **POSITION THREE** – At Large from Mitchell, Osborne, Smith, Jewell, Rooks and Phillips Counties;
- **POSITION FOUR** – At Large from Mitchell, Osborne, Smith, Jewell, Rooks and Phillips Counties.

DISTRICT THREE

- **POSITION ONE** – At Large for the Counties of Republic, Clay, Washington, and Cloud;
- **POSITION TWO** – At Large for the Counties of Republic, Clay, Washington, and Cloud;
- **POSITION THREE** – At Large for the Counties of Republic, Clay, Washington, and Cloud.

SECTION 5.6. ELECTION OF TRUSTEES

AND TERM OF OFFICE. Trustees shall be elected from each District, only by the Members from such District, for a term of three calendar years as terms of office expire. The permanent election cycle, the number of Trustees, and the term of office, for each District, are as described below.

DISTRICT ONE SHALL HAVE THREE TRUSTEES TO BE ELECTED AS FOLLOWS

- **POSITION ONE** – the District One, Position One, Trustee position will be up for election at the 2029 Annual Meeting.
- **POSITION TWO** – the District One, Position Two, Trustee position will be up for election at the 2028 Annual Meeting.
- **POSITION THREE** – the District One, Position Three, Trustee position will be up for election at the 2027 Annual Meeting.

DISTRICT TWO SHALL HAVE FOUR TRUSTEES

- **POSITION ONE** – the District Two, Position One, Trustee position will be up for election at the 2029 Annual Meeting.
- **POSITION TWO** – the District Two, Position Two, Trustee position will be up for election at the 2028 Annual Meeting.
- **POSITION THREE** – the District Two, Position Three, Trustee position will be up for election at the 2027 Annual Meeting.
- **POSITION FOUR** – the District Two, Position Four, Trustee position will be up for election at the 2029 Annual Meeting.

DISTRICT THREE SHALL HAVE THREE TRUSTEES

- **POSITION ONE** – the District Three, Position

One, Trustee position will be up for election at the 2029 Annual Meeting.

- **POSITION TWO** – the District Three, Position Two, Trustee position will be up for election at the 2028 Annual Meeting.
- **POSITION THREE** – the District Three, Position Three, Trustee position will be up for election at the 2027 Annual Meeting.

A Trustee's term commences with the adjournment of the Annual Meeting at which the Trustee was elected, or if appointed, then at the time of appointment. A Trustee's term, if the Trustee is not reelected, expires upon the adjournment of the applicable Annual Meeting at which the Trustee's position is elected. If no Trustee is elected at the Annual Meeting, then the Trustee's term ends upon the election and qualification of a successor Trustee. A Trustee may serve no more than four (4) successive three-year terms, provided that he or she is duly nominated, or otherwise placed on the ballot as permitted by these Bylaws of the Cooperative and re-elected by the Members at the conclusion of each successive term. Completion of an unexpired term by an appointed Trustee does not constitute a 3-year term for purposes of determining whether a Trustee has served more than four (4) successive three-year terms.

SECTION 5.7. NOMINATIONS OF

TRUSTEES. All nominations for the election of Trustees must be by petition. To be placed on the ballot for election as a Trustee, a Nominating Petition containing the signatures of at least twenty (20) non-suspended Members of the Cooperative, who live in the nominee's District, must be filed at the Registered Office of the Cooperative on or before the close of business on November 30. If the Registered Office is not open for business on November 30, then the Nominating Petition must be filed on or before the close of business on the last business day of November that the Registered Office is open. The Nominating Petition must state on each page thereof the name of the Member being nominated and the District and position for which the nominee is being nominated. Additionally, the Nominating Petition must contain the printed name of the signing Member, that Member's signature, and address, and be dated within 60 days prior to the November 30 deadline.

If timely filed the Secretary will forthwith determine the validity of the Nominating Petition, and if certified to be valid, and provided the nominee meets the qualifications to be nominated and elected as a Trustee, the Secretary will cause the name of the nominee to be placed on the ballot for

the next Trustee election. Only the names of the properly nominated and qualified nominees for each District will be placed on the ballot. The candidates' names will be placed on the respective ballots in alphabetical order.

If the Secretary determines that the timely filed Nominating Petition(s), having at least 20 signatures for a nominee, is defective, solely because there are not 20 Member signatures, then the nominee and/or the person delivering the Nominating Petition, if not the nominee, will be forthwith notified of the deficiency. The nominee or the person delivering the Nominating Petition, if not the nominee, will then have 15 business days, from the date of notification, to obtain the additional Nominating Petitions needed to meet the required number of Member signatures (20). If additional signatures are obtained on one or more Nominating Petitions, timely delivered to the Cooperative's Registered Office, the Secretary will again determine the validity of the Nominating Petitions submitted on behalf of a nominee. If the collective Nominating Petitions, are then certified to be valid, and if the nominee meets the qualifications, to be nominated and elected as a Trustee, the Secretary will cause the name of the nominee to be placed on the ballot for the next Trustee election.

If a question is raised as to the validity of a Nominating Petition or Petitions or the qualifications of a candidate to be nominated and elected as a Trustee, the determination will be made by a majority vote of the Board, after a review of the facts and circumstances giving rise to the question. Purely technical reasons will not be used as a basis for disqualifying a nominee. The decision of the Board, if based on competent information, shall be final.

Failure of strict compliance with the provisions of this Section shall not affect the validity of any election of a Trustee.

No nominations may be made at or from the floor of a Member Meeting.

SECTION 5.8. ELECTION OF TRUSTEES.

The election of Trustees shall be by Mail Ballot with a Member Meeting. Only the names of those candidates nominated in accordance with these Bylaws will appear on the ballot. There may be write-in votes for a qualified Member not named on the Mail Ballot. The Secretary shall cause the Mail Ballot with a Member Meeting to be delivered in accordance with Bylaw Section 4.4 to those Members qualified to vote as of the Record Date. The Board may provide general information with regard to the Trustee election process as well as general candidate information to the Members with their notice of Member Meeting with Mail Ballot. Failure of strict compliance with the provisions of this section shall not affect the validity of any election of Trustees.