

Rural Power

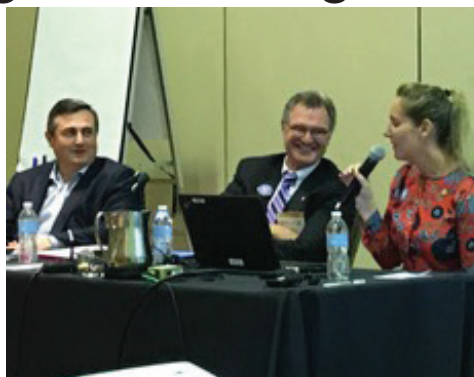
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Please send your story ideas to ruralpower@kec.org.

Kansas managers share insights at CEO Close-Up

Electric Cooperative executive leaders from across the nation attended the 2018 CEO Close-Up held Jan. 7-10 in Palm Desert, CA. This annual conference provided innovative ideas and opportunities to learn new strategies and tools to improve leadership skills and to equip management for the challenges facing their co-ops.



NRECA's Laura Vogel introduces Sequachee Valley's Mike Partin (left) and KEC's Bruce Graham (center) as panelists during the CEO Close-Up breakout session on Co-ops Vote.

KEC's CEO BRUCE

GRAHAM was part of a panel that featured the importance and effectiveness of Co-ops Vote. Graham, along with Mike Partin, President/CEO of Sequachee Valley Electric Co-op, Inc., in Tennessee, discussed how to politically involve co-op members, and how Co-ops Vote helps to strengthen co-op ties to the community and relationships with elected officials.

"2018 is going to be both an interesting and important election year, and electric cooperatives have the opportunity to play a vital role

in encouraging rural voter turnout," said Graham.

Sunflower's President & CEO **STUART LOWRY** served as a panelist for the breakout session titled "Using Competencies to Drive Workforce Management Strategies." This panel reviewed the crucial need for a robust approach to identify workforce knowledge, skills and abilities needed for success. Discussion focused on using a competency model as a

framework for matching the organization's needs with workers' strengths.

Butler's General Manager / CEO **DALE SHORT** served on another panel at the conference that focused on broadband feasibility. The discussion highlighted NRTC's work providing 20 cooperatives with a comprehensive broadband feasibility study for their service territory, as well as key insights and lessons learned from those studies that can help other co-ops as they consider broadband.

KEC launches Members-Only section on statewide website

Employees and directors of KEC's member-cooperatives can now log in to the new Members-Only section on the statewide website at members.kec.coop.

Members received an email invitation earlier in the month to create a personalized password to access the site. The password-protected area will feature resources for the cooperatives within the areas of Legislative; Loss Control, Safety & Compliance; *Kansas Country Living*; and KEC's youth programs.

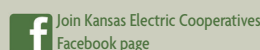
For the launch, the Legislative section was the first to be created. In this section, members will have additional information on ACRE/KCRE, Co-ops Vote, and pertinent new articles. Members will be able to access the Bill Tracker, legislative directories, and KEC's Capitol Connections newsletter. The other departments in the Members-Only section will be populated throughout the year.

Members who did not receive the email or need to change their password may visit members.kec.coop and click on the "Forgot your password?" button. They will then be prompted to set up a new password.

If you have questions, contact ckimberlin@kec.org.



A Touchstone Energy® Cooperative
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KEC to host inaugural Day on the Hill

KEC invites cooperative representatives to attend a new entry on KEC's legislative calendar – "Day on the Hill." The event is scheduled for Feb. 7, 2018, in Topeka.

The day begins at 7:30 a.m. and will conclude late morning. Attendees will meet with legislators and staff over breakfast, attend committee and legislative sessions, and visit elected officials at the Capitol.

The "Day on the Hill" event will be in addition to KEC's annual Legislative Reception held in conjunction with the January Annual Meeting.

KEC will email hotel reservation information and other details directly to the cooperative managers. For additional information on hotel options, please contact Carol Dorr at cdorr@kec.org.

For more information on the Day on the Hill event and activities, contact Leslie Kaufman at lkaufman@kec.org or Alex Orel at aorel@kec.org.

co-opcalendar

JANUARY

- 19 **Sunflower Board of Directors Meeting.** Sunflower Headquarters, Hays
- 20 **KEC Directors Training.** 944.1 Giving and Receiving Effective Feedback and 2610.1 Understanding the Electric Business, Capitol Plaza, Topeka from 9 a.m. to 4 p.m.
- 21 **KEC Directors Training.** 974.1 Rate Making Strategies and Policy Decisions for Electric Cooperative Boards, Capitol Plaza, Topeka from 9 a.m. to 4 p.m.
- 22-23 **KEC Annual Meeting.** Maner Conference Center, Topeka
- 23 **KEPCo Board of Trustees Meeting.** Capitol Plaza Hotel, Lunch is in Emerald II, Meeting is in Emerald III-V, Topeka (following KEC Board of Trustees Meeting)

FEBRUARY

- 7 **KEC's Day on the Hill.** Kansas State Capitol, Topeka
- 15 **MDM Meeting.** KEPCo Headquarters, Topeka
- 16 **Sunflower Board of Directors Meeting.** Sunflower Headquarters, Hays
- 25-28 **NRECA Annual Meeting.** Nashville, TN

MARCH

- 7-8 **KEC Board of Trustees Meeting.** Hilton Garden Inn, Salina
- 16 **Sunflower Board of Directors Meeting.** Sunflower Headquarters, Hays
- 20-21 **KEPCo Board of Trustees Meeting.** Hyatt Regency, Wichita
- 21-22 **CoBank Western Plains Customer Meeting.** Hyatt Regency, Wichita
- 27 **Leadership Skills for the Front-Line Employee.** Butler, El Dorado
- 29 **MDM Meeting.** KEPCo Headquarters, Topeka

APRIL

- 4-6 **Kansas Member Services Directors Association Meeting.** Wichita
- 8-10 **NRECA Legislative Conference.** Washington, D.C.
- 11 **Rural Electric Safety Achievement Program (RESAP) Training.** DS&O Headquarters, Solomon

Leadership Skills for the Front-Line Employee

KEC is coordinating a new workshop titled *Leadership Skills for the Front-Line Employee* on March 27. The training will be held at Butler's headquarters in El Dorado from 8 a.m. to 3 p.m.

Facilitated by **BRYAN SINGLETARY**, this training is designed for line crews, supervisors, and any other employee who is a vital player in the operation of a safe and reliable electric system.

Today's co-ops face a growing management challenge—replacing a core leadership team of baby boomers as they prepare to retire. Unlike other businesses that have large turnover, co-op employees often complete their entire career at one system. This means that one person may have occupied the supervisor/foreman seat for many years, and there may be little room for cross training and special assignments. The result is a new supervisor/foreman with

little experience or training when he/she steps up to a leadership position.

This interactive, one-day course is designed to help the new leaders as well as the veteran supervisor/foreman to better understand the roles and responsibilities of front line leadership.

Cost for this training is \$275 per attendee. Registration information was emailed to each cooperative.

Following the adjournment of the course, **WENDY MCADOO**, Butler REC Accountant, will lead a work order discussion from the Operations viewpoint. There is no cost to attend this optional one-hour session.

2018 HR Summit

The 2018 HR Summit will be April 25 at the Wichita Marriott. This training is designed for cooperative human resources professionals, benefits administrators and supervisors.

Speakers for this one-day training will include **SUSAN M. LANG**, U.S.

Department of Labor, who will discuss minimum wage, overtime, child labor, and other Fair Labor Standards Act issues; **DR. LEANN BROWN**, FHSU's Management Development Center, will address performance management issues including understanding the significance of documentation, providing constructive feedback, and demonstrating effective correction action practices in workplace situations; **PATTI KLEIN**, USDA Rural Utility Service, will share RUS retention requirements; **BRIAN ALLEN**, Institutional Sales Consultant, will give an update on NRECA's Homestead Funds; and **MALACHI STURLIN**, Field Representative, will give the NRECA benefit plan update.

The HR Summit is \$195 per participant and includes lunch and materials. Registration information was emailed to each cooperative.

Book your hotel reservation at 800-610-0673 by April 10 to get the KEC rate of \$124/night.

upcomingtraining

KEC Auxiliary to hold live auction for donated quilt

For the past several years, **CAROLYN MCNICKLE**, widow of Twin Valley's board member Ronald McNickle, created a quilt for the KEC Annual Meeting raffle.

Carolyn, who passed away in December 2017, was an avid supporter of the KEC youth programs. To celebrate her final quilt, the KEC Auxiliary is hosting a live auction event on Monday, Jan. 22 at 7:45



p.m. The Auxiliary encourages members to come with open hearts and wallets to the auction.

For more information, contact Carol Dorr at cdorr@kec.org.

Co-ops and Administration to promote Rural Economic Development

NRECA CEO **JIM MATHESON** applauded recommendations by a White House Interagency Task Force on Agriculture and Rural Prosperity to jump start the rural American economy. The task force was created in April by President Donald Trump.

"The success of rural America is critical to the wellbeing of our entire nation," Matheson said. "This task force report rightfully identifies a number of key areas that are essential to economic growth, and nearly all depend on expanded access to high-speed internet. For decades, electric co-ops have enhanced the quality of life throughout rural America. Now, co-ops are helping reinvigorate rural economies by bringing broadband access to homes and businesses.

"I appreciate the president starting this important conversation, and I commend Secretary Perdue for his leadership of the task force. America's electric cooperatives look forward to continuing the conversation and working together on technology and funding solutions that will enrich the

lives of rural families and business."

The task force focused on five areas essential to rural growth: connectivity and enhanced broadband access; promoting the rural workforce; quality of life (healthcare access, housing, education support); technological innovation (food, farm, STEM, biotechnology); and economic development (infrastructure, access to capital, regulatory reform, natural resource use).

To promote rural broadband deployment, the report recommends:

- ▶ Increasing broadband funding through state block grants.
- ▶ Using the 2018 Farm Bill to streamline the application process for broadband funding.
- ▶ Leveraging federal assets to enhance access to broadband infrastructure.

Roughly 90 electric co-ops across the country are deploying broadband in their service territories to enhance their business operations and bridge the digital divide for their members.

NRECA NEWS RELEASE—1/8/18

A letter of thanks from a 1980 youth tour alumnus

Electric cooperatives often extol the virtues of the Electric Cooperative Youth Tour program. Now in its 58th year, it's not unusual to cross paths with those in all walks of life who participated in this life-changing trip.

While at a political event in Kansas, KEC's CEO Bruce Graham met **DR. RANDALL HILDEBRAND**, a youth tour alumnus from 1980 who credits the program for setting him up for success. The following are excerpts from a letter written to Graham following the event, reprinted with Hildebrand's permission:

We talked about my experience as part of the REC Washington Youth Tour in 1980. As I told you then, that was my first com-



Randall Hildebrand

mercial flight and my first exposure to high achieving and motivated high school students from other areas.

This entire experience opened up a whole new world for me. It gave me

a much-needed confidence boost and led to many other trips and experiences including spending a summer in Washington, D.C., as an intern for Senator (Nancy) Kassebaum's office and later service as her K-State campaign chair in 1984, living in Germany as an exchange student for a year after college graduation, attending medical school at John Hopkins in Baltimore, spending nine years on active duty for the U.S. Army Medical Corps, and now working as an orthopedic surgeon and medical director at Great Bend Regional Hospital.

Please relay my appreciation for this opportunity to your board.



NRECA unveiled the updated youth tour logo.

insympathy

Carolyn E. McNickle

Carolyn E. McNickle died on Dec. 26, 2017. The widow of Twin Valley trustee Ronald E. McNickle, Carolyn was an avid supporter of KEC's youth and education programs, donating a hand-made quilt each year for KEC's annual fundraiser.

Funeral services were held Dec. 29 at Center Bethel Church. Memorials are suggested to Labette County 4-H in care of Bath-Forbes-Hoffman Funeral Home, P.O. Box 325, Altamont, KS 67330.

Mary Lou Oeser

Mary Lou Oeser, retired Wheatland employee, died on Dec. 27, 2017. She worked for Wheatland for more than 25 years.

Funeral services were held Jan. 2 at the First Baptist Church in Scott City.

Memorials are requested to the First Baptist Church or Park Lane Nursing Home in care of Price & Sons Funeral Home, PO Box 553, Scott City, KS 67871.

KEC's headquarters efficiency improvement project continues



The removal of walls opens up the lobby of the KEC headquarters. Photo taken by Larry Detwiler and Stacey Marston on Jan. 2, 2018.

Progress continues with the KEC headquarters efficiency improvement project.

Construction officially began on Dec. 4. The construction timeline calls for completion by June 2018.

Peterson Farm Brothers to perform at KEC Annual Meeting

The Peterson Farm Brothers will perform at the KEC Annual Meeting luncheon on Monday, Jan. 22.

These brothers created a parody music video in 2012 to help educate their city friends about farming. The video, titled "I'm Farming and I Grow It," was a viral hit on YouTube and initially received more than five million views in 200 countries.

Since then, they have continued to create videos, including 11 parody



The Peterson Farm Bros are siblings who farm with their parents near As-saria, KS. Greg, Nathan, and Kendal produce entertaining and educational videos and post farming updates.

music videos, and now have more than 50 million views.

Aside from their video productions, the brothers also travel around the country as agricultural advocates.

jobmarket

Butler seeks Marketing Specialist

Butler Electric Cooperative, headquartered in El Dorado, is seeking a full time Marketing Specialist. The qualified applicant will possess a bachelor's degree in marketing, communications or equivalent experience developing marketing plans, programs, budgets, goals and standards to measure results. Essential duties include developing and executing marketing programs, analyzing marketing data, conducting market research, creating marketing materials, and coordinating promotional events and media relations.

An application is available at www.butler.coop. Applications accepted until position is filled.

Flint Hills seeks Accountant

Flint Hills is seeking applications for a full-time Accountant. The position is responsible for general accounting, financial statements, budgeting, forecasting, internal control, employee benefits, and various administrative functions. A bachelor's degree in Accounting or equivalent is preferred.

To apply, send resume to Flint Hills RECA, Attn: HR, P.O. Box B, Council Grove, KS 66846, or email chuckg@flinthillsrec.com.

FreeState seeks linemen

FreeState Electric Cooperative is currently accepting applications for the following:

- Journeyman Lineman – East District
- Apprentice 3 Lineman – East District
- Apprentice 4 Lineman – East District

To view a full job description or to apply for one of these positions, please visit www.freestate.coop under "Contact Us," "Employment Opportunities." For more information, contact Chelsea Renyer, HR Generalist, at chelsea.renyer@freestate.coop. Applications accepted until the positions are filled.

Rolling Hills seeks Accountant

Rolling Hills, headquartered in Beloit, seeks an Accountant.

Responsibilities will include moderately complex accounting activities such as accounting for fixed assets, preparing various tax returns including sales/use tax, property tax, miscellaneous filings required by federal, state and local authorities. Additional responsibilities include monthly journal entries, management reporting, calculating and preparing various account analysis, capital credit accounts, financial forecasts and reconciliations and preparing audit documents.

Applicants should have a bachelor's degree in accounting with at least two years related experience with public accounting or CPA preferred.

Applications are available at the Rolling Hills office, or call 785-534-1601 to have one mailed. Deadline is Jan. 31. EOE.

Twin Valley seeks CEO

The Board of Directors of Twin Valley Electric Cooperative, headquartered in Altamont, is seeking qualified candidates for CEO. The current CEO will retire mid-2018.

The successful candidate should have a minimum 10 years of electric utility experience; including at least five years in progressive senior management roles. A bachelor's degree in an appropriate field and a continued desire to expand knowledge level is preferred. Candidate must have experience in areas including finance, operations, safety, engineering, member services and Board relations.

For a detailed job description, please visit <https://careers.touchstoneenergy.coop/job/ceo/38833587>. Submit resume, three references and cover letter by Feb. 28.

For questions or to apply, call Dan Peterson, Board President, at 620-778-1551 or email CEOsearch@twinvallelectric.coop.