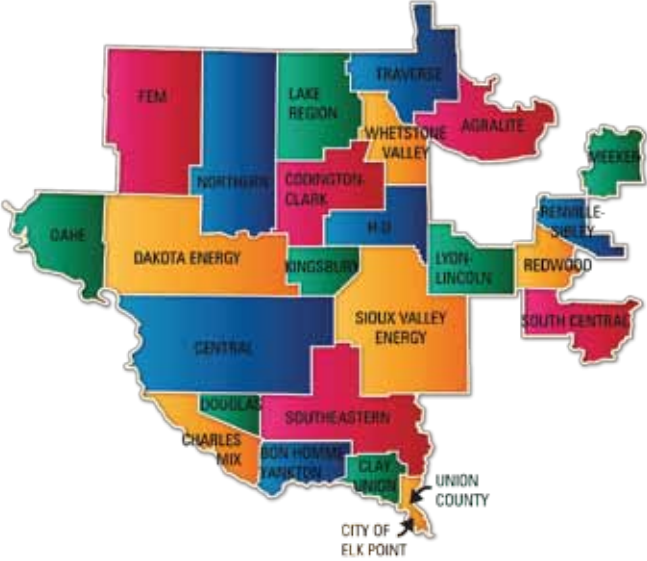




SERVICE AREA



EAST RIVER MEMBER SYSTEMS

- Agralite Electric Co-op Benson, MN
- Bon Homme-Yankton Electric Association Tabor, SD
- Central Electric Cooperative, Inc. Mitchell, SD
- Charles Mix Electric Association, Inc. Lake Andes, SD
- Clay-Union Electric Corporation Vermillion, SD
- Codington-Clark Electric Cooperative, Inc. Watertown, SD
- Dakota Energy Cooperative, Inc. Huron, SD
- Douglas Electric Cooperative, Inc. Armour, SD
- FEM Electric Association, Inc. Ipswich, SD
- H-D Electric Cooperative, Inc. Clear Lake, SD
- Kingsbury Electric Cooperative, Inc. DeSmet, SD
- Lake Region Electric Association, Inc. Webster, SD
- Lyon-Lincoln Electric Cooperative, Inc. Tyler, MN
- Meeker Cooperative Light & Power Assn. Litchfield, MN
- Northern Electric Cooperative, Inc. Bath, SD
- Oahe Electric Cooperative, Inc. Blunt, SD
- Redwood Electric Co-op Clements, MN
- Renville-Sibley Cooperative Power Assn. Danube, MN
- Sioux Valley Energy Colman, SD
- South Central Electric Association Saint James, MN
- Southeastern Electric Cooperative, Inc. Marion, SD
- Traverse Electric Cooperative, Inc. Wheaton, MN
- Union County Electric Cooperative, Inc. Elk Point, SD
- Whetstone Valley Electric Cooperative, Inc. Milbank, SD
- City of Elk Point Elk Point, SD

Headquarters:
East River Electric Power Cooperative, Inc.
211 S. Harth Ave.
PO Box 227
Madison, SD 57042
Telephone: 605-256-4536
Email: hr@eastriver.coop

Regional Service Centers

- Aberdeen, South Dakota
- Madison, South Dakota
- Beresford, South Dakota
- Milbank, South Dakota
- Brandon, South Dakota
- Miller, South Dakota
- Marshall, Minnesota
- Mitchell, South Dakota

Employee Handbook





About East River

East River Electric Power Cooperative is a wholesale electric power supplier distributing power to 25 member electric systems throughout eastern South Dakota and western Minnesota. Combined, East River members serve approximately 92,000 homes and businesses, affecting 250,000 consumers over a 40,000 square mile service area.

East River was founded in 1949 by its member systems to provide a reliable, low cost power supply. Headquartered in Madison, South Dakota, 122 people are employed by East River throughout its service area.

As a cooperative business, East River adheres to the seven cooperative principles. Further, East River is a Touchstone Energy Cooperative, where we pledge to act according to the core values of integrity, accountability, innovation, and commitment to community. East River's mission is to enhance the value of our members.

2010 East River Facts

- 22 Members:
 - 24 Electric Cooperatives
 - 1 Municipal Utility
- 92,000 Retail Accounts Served
- 23 Transmission Service Customers
- 40,000 Square Mile Service Area
- 230 Power Supply Substations
- 2700 Miles of Transmission Lines
- 122 Employees
- \$149 Million Operating Revenues
- \$283 Million Total Assets

Employment Opportunities

East River is an equal opportunity employer with a diverse and highly skilled work force. Our objective is to maintain a continuing policy of nondiscrimination in employment.

East River employs a wide-range of professions such as: Powerline Technicians, Electrical and Electronics Technicians, Accountants, Information Systems Professionals, Managers, Engineers, and Administrative Assistants.



Management

Cooperatives are democratic organizations governed by their members who actively participate in making decisions by voting.

East River is governed by a Board of Directors comprised of one person from each member system. The Board has overall responsibility to govern East River by establishing broad policies and strategic objectives.

The Board has delegated broad authority to the General Manager to conduct and manage all aspects of East River's operations within the parameters of Board Policies.

Compensation

East River provides a competitive compensation plan based upon annual surveys of comparative organizations in the local, regional, and national markets.

As part of the compensation plan, East River offers excellent employee benefits and other employee support plans including:

- Defined Benefit Retirement Plan
- 401k Pension Plan
- Medical Insurance
- Health Savings Account
- Life Insurance
- Long and Short Term Disability
- Holiday Leave
- Vacation
- Sick Leave
- Flexible Work Schedule
- Employee Assistance Program
- Training and Education Assistance



Safety

East River is a safety conscious employer, accredited by the National Rural Electric Cooperative Association (NRECA) as having met the highest safety standards.

Employees are expected to apply the various regulatory standards and procedures defined by the Safety Manual as part of their ongoing duties for the Cooperative. The Safety Manual is carefully reviewed with new employees and is made available to all employees as a guide to carry out their duties in a safe manner.

Additionally, employees attend regularly scheduled safety training meetings and complete online safety training. A Safety Committee comprised of employees brings insight and input to the work place.

Employment Requirements

Employees will have successfully completed the application process which includes an assessment test, interview, reference check, and background check. An offer of employment is contingent on the successful completion of a post offer pre-employment physical exam and drug test.

Regular office hours are 8 a.m. to 5 p.m., Monday through Friday. Flexible work schedules may be available or required based on positions.

Employment Standards

East River is an 'employment at will' business.

- Board Policies and Management Procedures are not employment contracts.
- Policies and procedures may be changed at any time, with or without advance notice.
- Employment contracts can only be approved by the Board of Directors in writing. Nothing else stated or printed, including this Handbook, is to be construed as an employment contract.

East River respects the rights of all employees to terminate their employment at any time for any reason. East River reserves the same right.

The information herein replaces all information contained in previous East River Employee Handbooks.