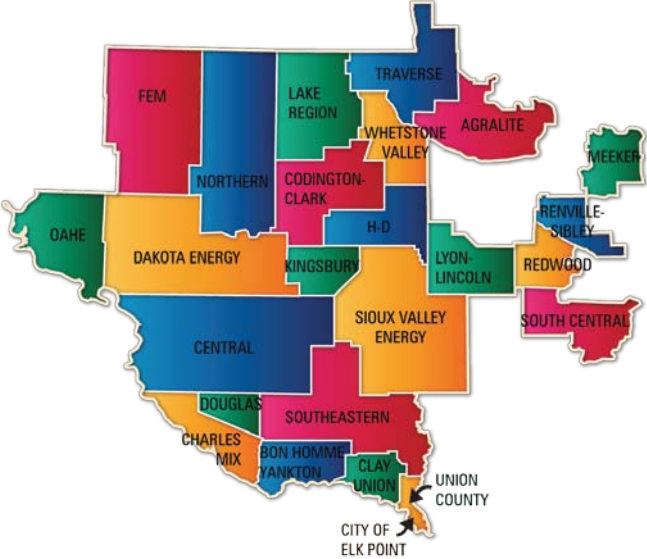




SERVICE AREA



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.
 121 SE First Street
 PO Box 227
 Madison, SD 57042
 Telephone: 605-256-4536
 Email: info@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



A Touchstone Energy® Cooperative





About East River

East River Electric Power Cooperative is a whole-sale electric power supply cooperative distributing power to 25 member systems throughout eastern South Dakota and western Minnesota. East River's mission is to enhance the value of our members.

As a member of Touchstone Energy Cooperatives, we follow a set of values, committing to integrity, accountability, innovation, and commitment to community.

East River members serve over 92,000 homes and businesses, affecting 250,000 consumers over a 40,000 square mile service area, located in 41 counties in eastern South Dakota and 22 counties in western Minnesota.

East River Facts

- 24 Member Cooperatives
- 1 Member 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
- \$110 Million Operating Revenues
- \$240 Million Total Assets

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 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.



Management

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.

East River policies are subject to change at any time and are authorized by the Board of Directors. Management and all operating procedures are authorized by Management and subject to change at any time. Employees are expected to comply with current policies and procedures. Current Board Policies and Management Procedures are maintained on East River's secure employee web site.

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 Plan
- Medical Insurance
- Life Insurance
- Long and Short Term Disability
- Section 125 Cafeteria Plan with Flexible Spending Accounts
- Holiday Leave (8 holidays observed)
- Vacation (84 hours per year with additional accruals for length of service)
- Sick Leave (96 hours per year with unlimited accruals)

Also provided are benefits mandated by law, an employee assistance program, and continuing education and training.



Employment Opportunities

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

As a cooperative business, 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.

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. Depending on the position, flexible work schedules may be available or required.

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.