

Board Meeting Highlights

DECEMBER 2024

Crow Wing Power's Board of Directors conducted its regular monthly meeting Thursday, December 19, 2024. A quorum of directors was present.

President Mark Ronnei opened the meeting with the Pledge of Allegiance.

The following reports were given:

- CEO report
- CFO Report
- Directors reported on meetings they attended on behalf of the cooperative.

The following actions were taken:

- Approved December Consent Agenda.
- Approved Minutes of the November 21, 2024 regular board meeting.
- Approved Resolution for 2025-2029 Long Range Plan and 2025-2028 Construction Workplan.
- Approve the 2025 Operating Budget.
- Change the Monthly Board Meetings to the Fourth Thursday every month starting with March 27th.
- Approved Director Expense Reports for November 2024.

Members can review detailed minutes by logging into their SmartHub account. Log in is located on the homepage of our website.

CEO Announcement

The Crow Wing Power Board of Directors is pleased to announce that Tim Thompson will become our new Chief Executive Officer (CEO), effective February 28, 2025. Tim brings more than two decades of leadership experience in the electric cooperative industry and a steadfast commitment to serving members, employees, and communities.

Tim has spent the past 17 years as CEO of Lake Region Electric Cooperative in Pelican Rapids, Minnesota, where he spearheaded programs that improved reliability, enhanced financial strength, and increased member satisfaction. Notably, he launched innovative energy initiatives, including community solar projects, residential battery storage pilots, and a wind/solar hybrid system. Tim is also recognized for his dedication to safety culture and his ability to foster collaboration among employees and board members.

With a Bachelor's Degree in finance from Iowa State University and a Master's in Business Administration from Jacksonville State University, Tim combines strategic expertise with a hands-on approach to leadership. His

achievements have been celebrated through multiple awards, including the NRECA Purpose Award in 2023, highlighting his dedication to the cooperative mission.

Mark Ronnei, Crow Wing Power's Board President, shares his excitement: "The Board unanimously agreed that Tim has the experience, knowledge, and skills to lead Crow Wing Power into the future. We are excited to have him join our team and are confident in his ability to guide us forward."

Tim expressed his enthusiasm for the role: "I am honored to join Crow Wing Power. I look forward to serving the employees and membership while building strong relationships and communications."

Under Tim's leadership, Crow Wing Power is well-positioned to continue its mission of delivering safe, reliable energy at the lowest possible cost. We are confident his vision and expertise will guide us toward a strong and innovative future.

Please join us in warmly welcoming Tim Thompson to the Crow Wing Power family.

FILING OPEN JANUARY 30 - APRIL 15, 2025

Three director positions are up for election in 2025, representing Districts 1B, 2A, and 3 At-Large. Elected directors serve three-year terms, providing leadership to guide our cooperative's future.

The filing period for candidates runs from Thursday, January 30,

2025, to Tuesday, April 15, 2025, at 4:30 p.m. Members interested in running can learn more about board responsibilities and qualifications by contacting Crow Wing Power at 800-648-9401 or via email during regular business hours.

Cooperative Update:

PRIORITIZING SAFETY, RELIABILITY, AND MEMBER VALUE

At Crow Wing Power, our core business is to provide safe, reliable electricity at the lowest possible cost. Every decision we make is driven by our commitment to meeting member needs, maintaining operational excellence, and ensuring a sustainable future for our Cooperative.

The Board approved the 2025-2028 construction workplan, which outlines essential projects to maintain and improve our infrastructure. This plan is developed in cooperation with STAR Energy Services and members of our operations team, focusing on safety and system reliability. The construction workplan includes replacing aging infrastructure, upgrading systems to accommodate current growth trends, and proactively addressing anticipated future needs. This ensures that both employees and members remain safe while continuing our strong reliability record.

Additionally, the Board approved a modified operating budget, reflecting cost reductions across all departments. These adjustments demonstrate our commitment to operating efficiently while maintaining high service standards.

Looking ahead to 2025, we anticipate adjustments to the Aid to Construction for new services and the

Base Charge. The Base Charge is a fixed monthly fee that supports the cooperative's infrastructure, maintenance, and administrative costs—ensuring power is reliably delivered to your home, regardless of how much electricity you use. These adjustments reflect the rising costs of materials and regulatory requirements that impact the Cooperative's operations.

We understand that any change to household budgets is challenging, and we don't take these decisions lightly. However, these measures are necessary to continue delivering safe, reliable electricity and to ensure our system meets the needs of current and future members.

As the Board and the Cooperative evaluate these potential changes, we remain committed to thoughtful decision-making that prioritizes the best interests of our members. As discussions progress, we will carefully consider if, what, and when these adjustments may occur. We will continue to keep our membership informed through the Cooperative's communication channels as decisions are made.

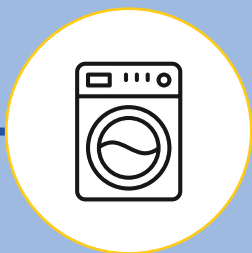
EFFECTIVE WAYS To Lower Home Energy Use

Outside factors, such as fuel and equipment costs and extreme weather, can impact electricity prices. But you have the power to control home energy consumption by taking proactive steps to reduce energy use.



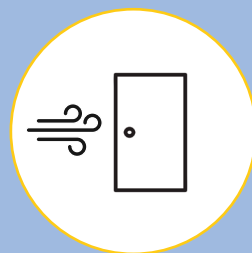
Thermostat Management

The thermostat is one of the best places to lower your energy use because heating and cooling account for a significant portion of home energy consumption. During winter months, adjust your thermostat to the lowest comfortable setting to reduce energy use. The Dept. of Energy recommends 68 degrees or lower.



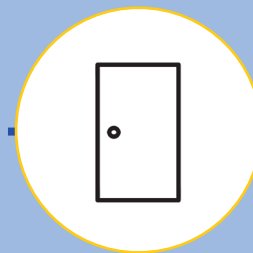
Utilize Off-Peak Energy Times

Plan energy-intensive chores and tasks, such as running the dishwasher or washing clothing, during off-peak energy hours, when the demand for electricity is lower. Off-peak times are early in the morning or late evenings. By scheduling these activities during off-peak periods, you can help keep rates lower, reduce demand and relieve pressure on the grid.



Seal Your Home

According to ENERGY STAR®, about 20% of heated or cooled air that moves through a home is lost due to lack of proper insulation and air leaks. Ensure your home has sufficient insulation levels and seal air leaks around windows and doors with caulk and weatherstripping. This is a simple, effective way to lower energy use and improve indoor comfort.



Maintain Equipment

The health of your heating and cooling system is essential for comfort and can greatly impact energy bills. Maintain your system by regularly replacing dirty filters and scheduling annual inspections for maintenance and necessary repairs.