

Volts & Jolts

Published monthly for the members of Red Lake Electric Cooperative, Inc.
SERVING THE FOUR-COUNTY AREA OF MARSHALL, PENNINGTON, RED LAKE AND POLK
and a portion of the lands of the Red Lake Band of Chippewa



2026 DIRECTOR ELECTIONS

Red Lake Electric Cooperative, Inc., is organized as a cooperative and is owned by its members. The membership elects a board of directors to represent them in the operation of the cooperative. Three directors will be elected at the 2026 Annual Meeting. The directors whose terms expire in 2026 are listed below.

1

DISTRICT 1
Bonnie Christians

4

DISTRICT 4
Jennifer Bernier-Linder

5

DISTRICT 5
Mark Hanson

★ **NEW DIRECTOR NEEDED:**
Hanson not seeking reelection

			Huntly	Como			
	West Valley	New Maine	Spruce Valley	Cedar	Whiteford		
Foldahl	Marsh Grove	New Falden	Holt	East Valley	Mud Lake	Eckvold	Valley
	District 3			District 2			
	Viking	New Solum	Excel	Agder	Grand Plain	Moylan	Espelle
	Numedal	Norden	North	Silverton	Cloverleaf	Goodridge	Reiner
				District 5			
	Bray	Sanders	Rocksburg	Smiley	Kratka	Highlanding	Star
	District 9		District 8			District 7	
Belgium	Polk Centre	Black River	River Falls	Wyandotte	Mayfield	Deerpark	Hickory
	Wylie	Browns Creek	River				
Parnell	Louisville	Red Lake Falls	Gervais	Emardville	Games	Equality	Johnson
		★ RLF		District 6			
Crookston	Gentilly	Lake Pleasant	Terrebonne	Poplar River	Lambert	Chester	
						District 4	
Fairfax	Kertsonville	Tilden	Grove Park	Badger	Lessor	Hill River	
	District 1						
Russia	Onstad						
Director Districts Red Lake Electric Cooperative, Inc.							

Learn more about the director elections on page 4.



MARK YOUR CALENDARS FOR THE RED LAKE ELECTRIC ANNUAL MEETING

MARCH 25, 2026

Red Lake Electric Cooperative members are encouraged to mark their calendars for the cooperative's annual meeting. The meeting will be called to order at 10:30 a.m. on **Wednesday, March 25**, at the Legacy Event Center in rural Thief River Falls.

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Red Lake Electric Cooperative, Inc.

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OFFICERS AND DIRECTORS

President Peter Mosbeck
Vice President Bonnie Christians
Secretary-Treasurer Colette Kujava
Directors Cecil Anderson, Mark Hanson,
Jennifer Benier-Linder, Matt Derosier,
Lars Dyrud, Krist Olson

Interim General Manager
Steve Conely Manager of Electric
System Operations

Kelli Brateng Manager of Member Services
Christie Klipping .. Manager of Finance & Admin.

OFFICE HOURS

Monday-Friday
8 a.m. – 4:30 p.m.

Phone: (218) 253-2168
Toll-Free: 1-800-245-6068
Fax: (218) 253-2630



AFTER HOURS/OUTAGE CALLS (218) 253-2200

Website: www.redlakeelectric.com
Email: info@redlakeelectric.com

**CALL BEFORE YOU DIG
1-800-252-1166 or 811**

MINNESOTA STATE ELECTRICAL INSPECTORS

Pennington and Marshall Counties:

Ronald Ditsch: (218) 779-6758

Red Lake and Polk Counties:

Todd Knaack: (763) 516-0344

Any time you or an electrician does wiring or other electrical work at your home or farm, Minnesota state law requires a state wiring inspector to conduct a proper inspection of the work. A rough-in inspection must be made before any wiring is covered. A final inspection is also required. Please visit www.dli.mn.gov for more information. The inspectors can be reached weekday mornings between 7 a.m. and 8:30 a.m.

OUR MISSION STATEMENT

It is the mission of Red Lake Electric Cooperative to enhance the quality of life for people of our service area by safely and consistently providing quality electric service and other valued services while holding our employees, our community and our environment in high regard.

NEWS FROM THE OFFICE

Rate adjustment effective April 2026

Each November, the Red Lake Electric Board of Directors reviews a detailed draft of the cooperative's budget for the upcoming year. The final budget is approved at the December board meeting. As part of the 2026 budget, the board approved a rate adjustment that will take effect April 1, 2026, and will be reflected on members' May billing statements.

As a reminder, Minnkota Power Cooperative's board of directors (20081 Anthony Moen) approved an 8.3% wholesale power rate increase that took effect in April 2025. Looking ahead to 2026, Minnkota has approved an additional 4.1% increase to wholesale power rates.

Raising rates is never an easy decision. Minnkota worked with its board of directors and membership on a rate adjustment that would allow them to financially counter **substantial supply chain and inflationary pressures that continue to build year after year**. The cost of maintaining transmission infrastructure has rapidly increased since 2020, with items like transformers costing 88% more today than five years ago.

Minnkota is also working to integrate data center loads in a manner that helps recover a larger share of its fixed costs through increased energy sales, thereby helping to moderate (31438 Dustin R Dahl) the need for future rate adjustments. These large-load members would not only fund 100% of the electric infrastructure necessary to serve their facilities, but would also provide significant additional revenue to support system operations. This reduces the financial burden on all other members. While some level of rate increase may still be necessary over time, the presence of these large consumers helps significantly flatten the trajectory of those adjustments.

Due to these increases in wholesale power and material costs, and the pressure they place on Red Lake Electric's operating expenses, the board of directors approved the following rate changes effective April 1, 2026. These adjustments help ensure the cooperative can continue to provide reliable electric service while remaining financially strong.

Retail Rate Change

Effective April 1, 2026 (May 2026 Bill)

Rate 1, General Service	Current Rate	New Rate
Monthly facilities charge		
1.5 - 25 kVA Transformer	\$48.00	\$53.00
26 - 75 kVA Transformer	\$53.00	\$58.00
All kilowatt-hours	\$0.123	\$0.129
Rate 2, On-Peak Service, Over 75 kVA Transformer		
Monthly facilities charge	\$69.00	\$74.00
All kilowatt-hours	\$0.070	\$0.075
Rate 3, Seasonal Service, Over 75 kVA Transformer		
All kilowatt-hours	\$0.123	\$0.129
Rate 4, Interruptible Service, Over 75 kVA Transformer		
Monthly facilities charge	\$69.00	\$74.00

Distributed Generation Monthly Charge

Monthly GAC per kW	Residential (<10 kVA)	Residential (11-25 kVA)	Residential (26-75 kVA)	Residential Multiphase (<10 kVA)	Residential Multiphase (11-25 kVA)	Residential Multiphase (26-75 kVA)
First 3.5 kW	No Charge	No Charge	No Charge	No Charge	No Charge	No Charge
kW in excess of 3.5 kW	\$2.05 \$1.70	\$2.05 \$1.70	\$1.70 \$1.35	\$0.00	\$0.00	\$0.00
Not-to-exceed	\$29 \$24	\$29 \$24	\$24 \$19	\$0.00	\$0.00	\$0.00



ELECTRIC COOPERATIVES TO BE ACTIVE DURING MINNESOTA'S 2026 LEGISLATIVE SESSION

The 2026 Minnesota legislative session convenes Feb. 17 and must adjourn by May 18. With the state budget passed in 2025, lawmakers are expected to focus primarily on policy issues and the state's capital investment bill, which funds public infrastructure projects. A tied House and a one-vote DFL majority in the Senate mean compromise will be essential. Adding to the dynamics, all 201 legislative seats, statewide offices and the governorship (29932 Mark A Johnson) will be on the ballot in November.

During the session, Red Lake Electric Cooperative will be actively advocating for policies that ensure reliable, affordable and sustainable electricity for its members. While the political environment may be challenging, there are opportunities to advance solutions that benefit local communities, strengthen the grid and support responsible energy innovation.

Two priorities will guide these efforts: reforming outdated net metering policies and lifting Minnesota's moratorium on nuclear energy.

Reforming net metering

Reforming Minnesota's outdated net metering law is one of the most important energy issues this session.

Net metering was created decades ago to encourage rooftop solar and other small-scale generation. While it helped spur early adoption, the policy has not kept pace with today's electric system. Under the current framework, the costs of maintaining power lines, substations and other systems are increasingly shifted to members who do not generate their own power – often those who can least afford higher bills.

Electric cooperatives support renewable energy, but policies must be fair and equitable for all members. Updating net metering to better reflect the true costs of distributed energy resources helps ensure everyone pays their fair share for the grid we all rely on.

Lifting Minnesota's nuclear energy moratorium

Minnesota's longstanding moratorium on new nuclear energy projects limits the state's ability to consider reliable, carbon-free power options. As electricity demand grows, advanced nuclear technologies (26137 Tim Chaput) offer the potential for dependable, around-the-clock baseload power. Unlike wind and solar, nuclear energy produces electricity regardless of weather or time of day.

Lifting the moratorium does not commit Minnesota to building nuclear facilities today. It simply allows for informed discussion and long-term planning to ensure a balanced and resilient energy mix. Learn more at mnnuclearenergyalliance.org.

Additional areas of focus

Electric cooperatives are also engaged on other issues that affect members and rural communities, including:

- **Wildfire mitigation:** Working with partners to reduce wildfire risk and protect critical electric infrastructure.
- **Data centers and carbon-free energy policy:** Monitoring proposals related to data center development, electricity demand growth (21880 Marian Peterson) and compliance with Minnesota's carbon-free and renewable energy standards.

A trusted voice for rural energy

Red Lake Electric Cooperative is committed to advocating for policies that protect affordability, reliability and local control. Through testimony, outreach and collaboration, we will ensure the cooperative perspective remains front and center at the Capitol.

To stay informed, visit: voicesforcooperativepower.com/minnesota.

2026 DIRECTOR ELECTIONS

PETITION DEADLINE MONDAY, FEB. 23, 2026

Red Lake Electric Cooperative, Inc., is organized as a cooperative and is owned by its members. The membership elects a board of directors to represent them in the operation of the cooperative. Three directors will be elected at the 2026 Annual Meeting scheduled for March 25 at the Legacy Event Center. The directors whose terms expire in 2026 are Bonnie Christians, District 1; Jennifer Bernier-Linder, District 4; and Mark Hanson, District 5. **Mark Hanson has decided not to run for reelection.**

NOMINATION BY PETITION

All nominations will be done by petition, including the incumbents. Any 10 or more members who reside in Districts 1, 4 or 5 may nominate an eligible member for a director position in that district. No member may be elected to a director position unless nominated in this manner. No write-in ballots shall be accepted.

PETITION FORMS ARE AVAILABLE

Director candidates must pick up a petition and a director packet at Red Lake Electric Cooperative, Inc., in Red Lake Falls. The packet contains additional forms that must be signed and turned in before the deadline.

PETITION DEADLINE

The cooperative must receive the completed petition **no later than the close of business at 4:30 p.m. on Monday, Feb. 23, 2026.**

Red Lake Electric Cooperative

Petition for Nomination

The following members wish to nominate (insert name) _____ for the three-year (insert "Districts 1, 4 or 5") _____ director position, and to place such name on the ballot for the March 25, 2026, election at the annual meeting of the Cooperative, in accordance with Article II, Section 10, of the bylaws.

PRINTED NAME	SIGNATURE	CUSTOMER NO.
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____
5. _____	_____	_____
6. _____	_____	_____
7. _____	_____	_____
8. _____	_____	_____
9. _____	_____	_____
10. _____	_____	_____
11. _____	_____	_____
12. _____	_____	_____
13. _____	_____	_____
14. _____	_____	_____
15. _____	_____	_____
16. _____	_____	_____
17. _____	_____	_____
18. _____	_____	_____
19. _____	_____	_____
20. _____	_____	_____

The Cooperative must receive the completed petition no later than the close of business Monday, February 23, 2026. At the Annual Meeting scheduled for Wednesday, March 25, 2026, elections will be held for a three-year term for one director in District 1, one director in District 4, and one director in District 5.

The directors whose terms expire in 2026 are as follows:

DISTRICT 1 3-year Term	DISTRICT 4 3-year Term	DISTRICT 5 3-year Term
Bonnie Christians	Jennifer Bernier-Linder	Mark Hanson

Any 10 or more members who reside in District 1, 4 or 5 may nominate an eligible member for a director position in that district. No member may be elected to a director position unless nominated in this manner. In the event of joint membership, only the signature of one joint member shall be acceptable.

			Huntly	Como			
	West Valley	New Maine	Spruce Valley	Cedar	Whiteford		
Foldahl	Marsh Grove	New Folden	Holt	East Valley	Mud Lake	Eckvold	Valley
	Viking	New Solum	Excel	Agder	Grand Plain	Moylan	Espelle
	Numedal	Norden	North	Silverton	Cloverleaf	Goodridge	Reiner
	Bray	Sanders	Rocksbury	Smiley	Kratka	Highlanding	Star
Belgium	Polk Centre	Black River	River Falls	Wyandotte	Mayfield	Deerpark	Hickory
	Wylie	Browns Creek	River				
Parnell	Louisville	Red Lake Falls	Gervais	Emardville	Games	Equality	Johnson
		★ RLF					
Crookston	Gentilly	Lake Pleasant	Terrebonne	Poplar River	Lambert	Chester	
Fairfax	Kertsonville	Tilden	Grove Park	Badger	Lessor	Hill River	
Russia	Onstad						

Director Districts
Red Lake Electric Cooperative, Inc.

SO, YOU WANT TO BE A DIRECTOR

Three directors will be elected at the 2026 Annual Meeting scheduled for March 25 at the Legacy Event Center. The directors whose terms expire in 2026 are Bonnie Christians, District 1; Jennifer Bernier-Linder, District 4; and Mark Hanson, District 5. **Mark Hanson has decided not to run for reelection.**

MEETING ATTENDANCE REQUIREMENTS:

- **Monthly board meetings:** Board meetings are held 12 times per year, usually the last Wednesday of the month, starting at 8 a.m.
- **Other meetings:** Red Lake Electric annual meetings; Minnkota annual meetings; other meetings to learn policies and procedures of the electric industry. Expect 5 – 12 extra days per year.

DIRECTOR QUALIFICATIONS REQUIREMENTS

No member shall be eligible to become or remain a director who:

- Is not a member of the Cooperative, receiving electric service at the member's primary residence in the district from which the director is elected.
- Within three years preceding a director candidate's nomination was an employee of the Cooperative.
- Is or becomes, or at any time during the three (3) years preceding a director candidate's nomination shall have been employed by a labor union, which represents or has represented, or has endeavored to represent any employees of the Cooperative.
- Is a parent, spouse or cohabitant of any employee of the Cooperative.
- Is a person who is a parent, spouse, or cohabitant of an incumbent director who is not up for re-election at that time.
- Is in any way employed by or substantially financially interested in an enterprise competing with the Cooperative or any Cooperative-affiliated business.
- Is or becomes the full-time employee or agent of, or who is or becomes the full-time employer or principal of, another director.

DIRECTOR NOMINATION AND ELECTION PROCEDURE

The procedure for which directors can be nominated and elected for Red Lake Electric Cooperative is outlined in **Article II, Section 10**, of the Cooperative's Bylaws. That section reads as follows:

Section 10. NOMINATION AND ELECTION OF DIRECTORS.

(a) Nomination of Directors by Petition or Nominating Committee. Members seeking to run for the Board of Directors shall, not less than thirty (30) days prior to the annual meeting, submit to the cooperative office a completed candidate packet and petition, as provided by the Cooperative upon request, by which the Cooperative will verify said member's qualifications to be an eligible candidate for the director position. Nomination for director must be made by petition. Any Ten (10) or more members who reside in any one district may make a nomination in writing to the Secretary over their signatures. This petition nomination must be in the format prescribed by the Secretary. Blank nomination petitions shall be available to all members at the Cooperative office. All petition nominees shall be listed in the notice of annual meeting and their names shall be printed on the election ballot.

If the members in any district shall have failed to nominate a nominee(s) in writing as provided above, then a Nominating Committee of this Cooperative shall nominate one (1) or more members who reside in said district for said director position(s). Said Nominating Committee shall be appointed by the Board of Directors on an annual basis, said appointment to be made not less than ninety (90) days before each annual meeting. Said Nominating Committee shall be selected from the resident Members of the districts of the Cooperative, so that each such district shall have one (1) Member on said Nominating Committee.

A Nominating Committee Member may not be a Director of the Cooperative; or a parent, spouse or co-habitant of an existing Cooperative director, officer, employee, representative, or agent; or a known Director candidate.

Further, a Nominating Committee Member should recognize that he or she functions as a person occupying a place of trust and should not accept an appointment to the Nominating Committee if he or she has a conflict of interest, or can reasonably foresee any conflict of interest, with any duty the Nominating Committee Member owes to the Cooperative. In the event that a Nominating Committee Member is appointed and subsequently becomes aware of a conflict of interest, or a potential conflict of interest, then that Nominating Committee Member has a continuing obligation to disclose the same to the Chair of the Nominating Committee or to legal counsel for the Nominating Committee for a determination by the latter as to whether such conflict of interest, or potential conflict of interest, should necessitate the resignation of the Nominating Committee Member from the Nominating Com-

mittee, or abstention from voting on a particular issue or such other appropriate action(s) as is necessary to protect the best interests of the Cooperative.

It shall be the duty of the Nominating Committee to nominate one or more nominees for each district that is scheduled for an election but for which no candidates have been nominated by the petition process twenty (20) days prior to said annual meeting.

The Nominating Committee shall submit their nomination or nominations to the Secretary, in writing and signed by at least two (2) members of said Committee, and the nomination(s) shall be listed in the notice of annual meeting and their names shall be printed on the election ballot.

No Member may be elected to a Director position unless nominated in the manner provided by this subsection. No write-in ballots shall be accepted.

(b) Election of Directors. At the annual meeting, the Secretary of the Cooperative shall place in nomination the names of the official candidates of each district. Election of directors shall be by printed ballot, separate ballots to be provided for each district, listing the candidates in alphabetical order. Only members of a district shall be entitled to vote for the director to be elected from that district, and each member or member's spouse shall be entitled to vote for one candidate from the district in which he is a member. The candidate from each district receiving the highest number of votes at this meeting shall be declared elected as director. In the case of a tie vote, the winner shall be determined by the flip of a coin. Notwithstanding anything contained in this section, failure to comply with any of the provisions of this section shall not affect in any manner whatsoever the validity of any election of directors.

(c) Voting by Mail for Directors. The members shall be entitled to vote by mail for directors at annual and special meetings as provided in this section. Each member shall be mailed a director election ballot in the form prescribed by the Board of Directors with the notice of the annual or special meeting. A member who will be absent from the meeting may vote by mail for directors by marking the ballot for the candidate of the member's choice. The member shall return the ballot personally or by mail to the Cooperative in a sealed plain envelope inside another envelope bearing the member's name. If the ballot of the member is received by the Cooperative on or before the date of the annual or special meeting, the ballot shall be accepted and counted as the vote of the absent member.

COGENERATION NOTIFICATION TO MEMBERS:

In compliance with Red Lake Electric Cooperative adopted rules relating to cogeneration and small power production, Red Lake Electric Cooperative is obligated to interconnect with and purchase electricity from co-generators and small power producers who satisfy the conditions as a qualifying facility. Red Lake Electric Cooperative is obligated to provide information free of charge to all interested members upon request regarding rates and interconnection requirements. All interconnections require an application and approval to become a qualifying facility. Any dispute over interconnections, sales, and purchases are subject to resolution by the Red Lake Electric Cooperative Board. Interested members should contact Red Lake Electric Cooperative, 412 International Drive, Red Lake Falls, MN 56750 or call 1-800-245-6068.

STATEMENT OF NONDISCRIMINATION

Red Lake Electric Cooperative, Inc. is an equal opportunity provider and employer. If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Form, found online at http://www.ascr.usda.gov/complaint_filing_cust.html or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to us by mail at U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442 or email at program.intake@usda.gov.

EMPLOYEE SPOTLIGHT

Aaron Deroiser

Family members

Wife: Ashley

Children: Lincoln,
Emmett, Henry

Job title

Journeyman Lineman

Education

High School: Lafayette High School, Red Lake Falls

College: Minnesota State Community
and Technical College, Wadena

Years of service

16 ½ years

Hobbies/interests

Hunting, fishing, watching hockey, and helping my dad farm and take care of cattle.

Volunteer/member of organizations

Red Lake Falls Blue Line Hockey Club

Favorite part about working at RLEC

All the different people you meet on the job

Favorite food

Pizza

Favorite restaurant

Texas Roadhouse

Favorite sport (watch or play)

Hockey and football



Pictured from left to right: Ashley, Henry, Aaron, Emmett and Lincoln

HIGH SCHOOL JUNIORS...
**WIN A WEEK IN
WASHINGTON, D.C.!**

June 15-20, 2026

THE ELECTRIC COOPERATIVE YOUTH TOUR

- Visit historic monuments and museums
- Build lifelong friendships
- Boost your community service and engagement
- Meet with your U.S. Representatives and Senators

Application deadline:
Feb. 6, 2026

Applicant's parent or guardian must be a member of Red Lake Electric Cooperative.



Learn more at redlakeelectric.com/member-services/youth-tour



NOTICE OF NAMES

Hidden within the text of the articles of this issue of Volts & Jolts are the names and account numbers of some Red Lake Electric Cooperative members. They will appear within the articles in parentheses as such (99999999 Willie Ray Member). If you find your name and account number, clip it out and send it with your next payment. You will be credited with \$5 on your electric bill.



RECIPE CORNER

Submit your recipes to be published in Volts & Jolts. Email to info@redlakeelectric.com or mail to: Red Lake Electric Cooperative, PO Box 430, Red Lake Falls, MN 56750-0430.

ONE-PAN TANGY HONEY BBQ CHICKEN PENNE

INGREDIENTS

- 1 lb boneless, skinless chicken thighs or breasts, cut into bite-sized pieces
- 8 oz uncooked penne pasta
- 1 cup honey BBQ sauce
- 2 tablespoons olive oil
- 1/2 cup low-sodium chicken broth
- 1 tablespoon soy sauce (optional)
- 1 teaspoon smoked paprika
- 1/2 teaspoon garlic powder
- Salt and pepper to taste
- Optional garnishes:
 - Chopped parsley
 - Crushed red pepper flakes
 - Shredded cheddar or mozzarella cheese

INSTRUCTIONS

1. Heat olive oil in a large non-stick skillet over medium-high heat.
2. Add chicken and season with salt, pepper, paprika and garlic powder. Sear until golden brown (32301 Jeffrey M Haup) and cooked through. Remove and set aside.
3. Pour in chicken broth and deglaze the pan by scraping up brown bits.
4. Stir in honey BBQ sauce and soy sauce. Let simmer for 2-3 minutes.
5. Add uncooked penne and enough water to barely cover pasta (about 1 to 1 1/2 cups).
6. Cover and simmer for 12-15 minutes, stirring occasionally, until pasta is tender.
7. Return chicken to skillet. Stir and simmer for another 2-3 minutes to combine flavors.
8. Taste and adjust seasoning. Add garnishes (30581 Travis A Kotrba) if desired.

OPERATION ROUND UP® GRANT APPLICATIONS DUE



FRIDAY, FEBRUARY 27

Organizations involved in community projects and charities are encouraged to apply for funds from Operation Round Up at this time. Completed grant applications are due in the Red Lake Electric Cooperative (RLEC) office by **Friday, Feb. 27, 2026.**

Operation Round Up is a program adopted by RLEC headquartered in Red Lake Falls. Members choosing to “round up” their monthly electric bill payment provide funds for this effort. Today, 97% of RLEC members now choose to contribute pennies each month to enhance their communities.

Funds will be donated primarily to nonprofit organizations to help fund specific projects (29143 Gale C Delude) or programs. Since the program began in 1993, \$710,071 has been granted to community organizations and charities. Money is donated for the betterment of the community within the outside service area boundaries of RLEC.

The Red Lake Electric Trust Board of Directors determines grants. Board members are Stacy Bierman, Thief River Falls; Pamela Vettleson, Plummer; Laura Kasproicz, Thief River Falls; and Bonnie Christians, Crookston.

To apply for an Operation Round Up grant, organizations should contact the RLEC office in Red Lake Falls at **218-253-2168** or **800-245-6068**. A short application (25520 Steven J Sebenaler) must be completed and submitted along with a financial statement from the organization.

Grant application forms are available on the cooperative’s website: www.redlakeelectric.com.

This institution is an equal opportunity provider and employer.