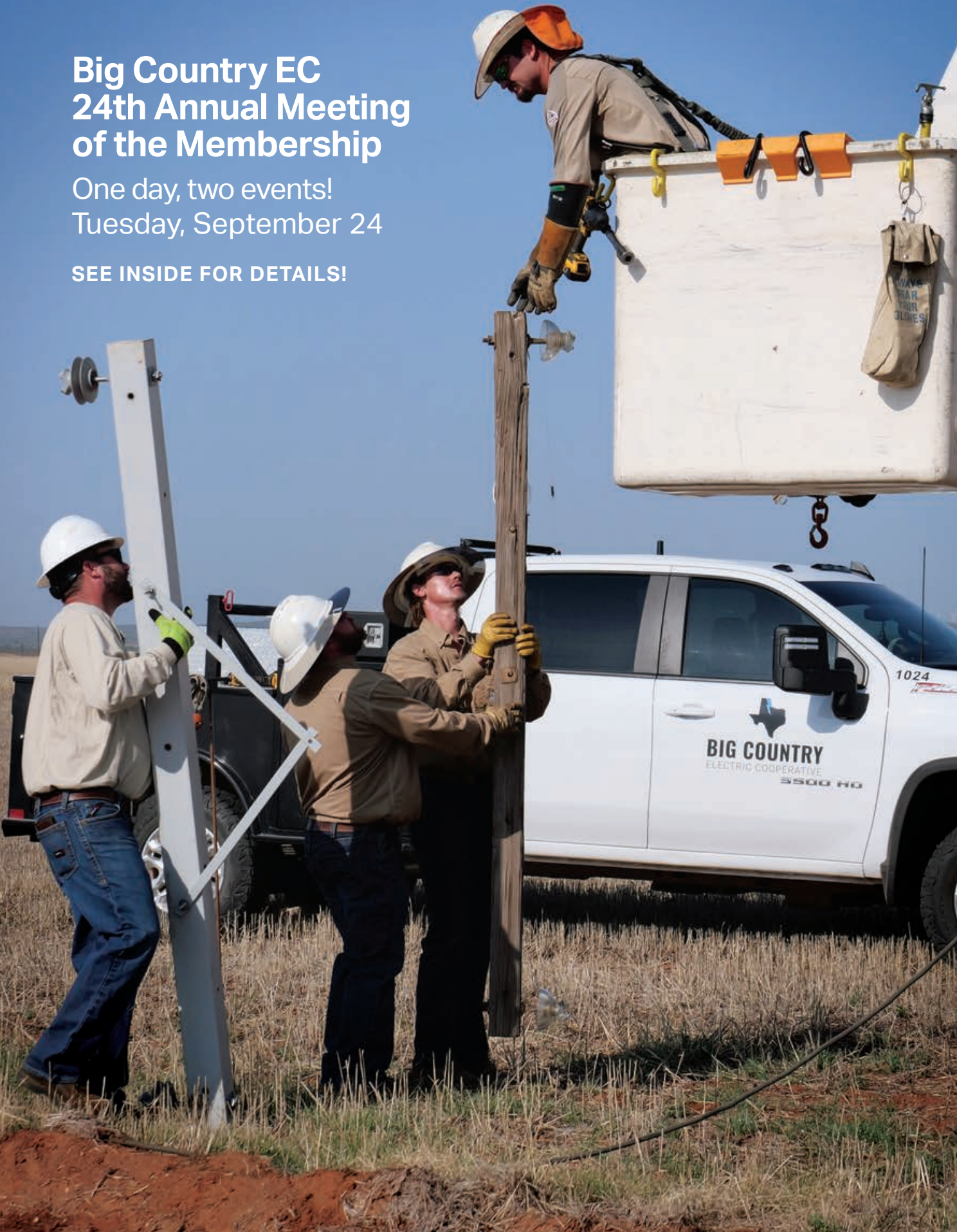


Big Country EC 24th Annual Meeting of the Membership

One day, two events!
Tuesday, September 24

SEE INSIDE FOR DETAILS!



OFFICIAL NOTICE

Big Country EC 24th Annual Meeting of the Membership

One day, two events!

The annual meeting of the membership of Big Country Electric Cooperative will be held virtually September 24 at bigcountry.coop in accordance with Article V, Meetings of Members, of the cooperative's bylaws. The annual report, video and director election results will be posted by 10 a.m.

The annual meeting of the members of the above cooperative will include reports to the membership on the following:

- The reports of officers, directors and committees.
- The election of three directors of the cooperative.

The following members of the cooperative have been selected to appear on the ballot for the respective districts by the committee on nominations appointed by the board of directors of the cooperative or as nominees by petition, pursuant to the bylaws:

DISTRICT 5

Steve Moore (Incumbent)
10986 FM 1613 E., Roscoe 79545
Nominated by nominating committee

DISTRICT 6

Danny Helms (Incumbent)
2019 CR 1105, Rotan 79546
Nominated by nominating committee

DISTRICT 7

David Beaver (Incumbent)
14646 CR 2126, Fluvanna 79517
Nominated by nominating committee

Nominees by petition require 25 members' signatures and must be submitted to the cooperative not less than 20 days prior to the meeting. As of press time, no additional nominations by petition have been received.

Each member is entitled to cast one ballot using one of the following methods:

- Mail-in ballot enclosed
- Online
- SmartHub app

Mail-in ballots must be received by September 20, which is the same deadline for votes cast online and through SmartHub. Please read instructions on enclosed printed ballot carefully regardless of voting method. Votes received by mail after the deadline will be invalid. Electronic voting will be disabled after deadline. Ballots cannot be accepted at BCEC offices.

Each registered member who votes will receive a \$15 energy credit.

David Beaver
Secretary-Treasurer



MEMBER REGISTRATION CARD AND TICKET FOR DOOR PRIZES

Big Country Electric Cooperative Member Appreciation Open House

Tuesday, September 24, 2024

4–7 p.m. at each BCEC office

Snacks and door prize drawings for those who stop by!



TEAR OFF THIS REGISTRATION CARD AND BRING IT WITH YOU TO THE OPEN HOUSE.

Minutes of 2023 Annual Meeting

The 2023 Virtual Annual Meeting of the Membership of Big Country Electric Cooperative and Open House was held on September 26, 2023. Considering the low cost and high rate of participation in last year's director election conducted via mail-in ballot and online vote submission, the BCEC board of directors elected to continue with a virtual meeting for the 2023 Annual Meeting of the Membership of Big Country Electric Cooperative.

Affidavit of Publication attests that the Annual Report, inclusive of the Official Notice of Annual Meeting of Big Country Electric Cooperative, was mailed to the 5,928 members of record of the cooperative on August 29, 2023.

The 2023 Virtual Annual Meeting consisted of an annual report video posted on the cooperative's website, featuring BCEC Board President Steve Moore, GM/CEO Mark McClain, and other BCEC leadership reporting to the membership on activities, concerns, upcoming plans, and the financial status of Big Country Electric Cooperative. Balance Sheet and Statement of Income for the year ending 2022 was presented to the membership, in PDF posted on the cooperative's website and in the Annual Report mailed to each member.

Committee on Nominations was appointed by the Board of Directors. Committee members serving were:

Mr. Riley Barnett Mr. Bob Moore
Mr. Steve Devaney Mr. Jeff Upshaw
Mr. Marvin McDuff

The Committee on Nominations placed in nomination the members named below for the purpose of electing two (2) directors as successors to the directors whose terms expire this annual meeting, and to hold office for the term of 3 years and/or until their successors shall be elected and shall qualify.

Member voting was conducted in advance with three methods of voting available to each eligible member: online, through SmartHub, or mail-in ballot. Ballots were included with the Annual Report that was mailed to each member August 29, 2023, and included detailed instructions for

each voting method. Mail-in ballots were to be received by September 20, 2023, and not permitted to be taken to a BCEC office; online and SmartHub voting deadline was 11:00 p.m., September 20, 2023. Election results, certified September 21, 2023, by EverView, were as follows, with elected candidates shown in bold:

i indicates Incumbent

For Director District 3: Chris Estes(i) 100% Decision

For Director District 2: Todd Coker(i) 100% Decision
5,965 Eligible Voters

301 Eligible Ballots Cast: 124 paper ballots mailed, 177 submitted online

5.05% Voter Participation Rate exceeded minimum quorum of 2%.

Candidates were notified and results were posted on the cooperative's website September 26, 2023, to accompany the Virtual Annual Meeting reports.

Pursuant to Bylaws Article V, Section 6, a Credentials and Election Committee was appointed prior to the Annual Meeting and would have convened had there been any protest or objection filed. Members were:

Mrs. Renee Means, Mr. Alan Means, Mrs. Debbie Vahlenkamp, Mrs. Tricia Spikes, Mr. Bob Spikes, Mr. Doug Vahlenkamp, Mrs. Susan Blackard, Mr. Lonnie Blackard, Mr. Rudy Trujillo

An energy credit of \$15 was applied to one account for each member who cast an eligible ballot. Door prizes were drawn from the collective names of members who attended one of BCEC's office locations' open house. Open House attendees were given the opportunity to view the Annual Report and ask questions of board members, leadership team members, and visit with employees. Door prize winners were notified the following day, and a list of prizes and winners was posted on the BCEC website.

Steve Moore
President

David Beaver
Secretary-Treasurer



MEMBER REGISTRATION CARD AND TICKET FOR DOOR PRIZES

Big Country Electric Cooperative Member Appreciation Open House

Tuesday, September 24, 2024
4–7 p.m. at each BCEC office



TEAR OFF THIS REGISTRATION CARD AND BRING IT WITH YOU TO THE OPEN HOUSE.

Three Ways To Vote

VOTING BY MAIL

- Mark your selections on the ballot below by filling in the box next to your candidate of choice.
- Detach ballot and mail using enclosed return envelope.
- Ballots must be received by September 20, 2024. Please allow sufficient time for delivery.
- DO NOT hand deliver or mail your ballot to any BCEC office. Co-op employees CANNOT accept ballots.

VOTING ONLINE

- Go to bigcountry.coop, click on Director Election and Virtual Annual Meeting, then VOTE NOW.
- The site is compatible with web, tablet and mobile device browsers.
- Your member number and password are above your name and address on the registration card at the top of this page. Use both numbers to log in.
- Voting begins September 1 and ends September 20, 2024.

VOTING VIA SMARTHUB

- App: Open your SmartHub app, log in and click the VOTE NOW button.
- Online: Log in to your SmartHub online account and click the VOTE NOW button.
- Voting begins September 1 and ends September 20, 2024.

BCEC registered voters who submit a valid ballot will **receive a \$15 electric bill credit**. One credit per membership.

DO NOT MAIL YOUR BALLOT IF YOU PLAN TO VOTE ONLINE OR VIA SMARTHUB.
DETACH THE BALLOT BELOW ALONG THE DOTTED LINE AND RETURN IN THE ENCLOSED ENVELOPE

OFFICIAL MAIL-IN BALLOT FOR BIG COUNTRY EC 2024 DIRECTOR ELECTION

Mark ballot, detach and place in the enclosed return envelope. If the envelope is missing, please mail to Big Country EC Election, C/O Survey & Ballot Systems, P.O. Box 46430, Eden Prairie, MN 55344-9923.

Ballots must be received by September 20, 2024.

MARKING INSTRUCTIONS EXAMPLE

Please follow instructions shown above. Do not mail or hand deliver ballot to any BCEC office.



DISTRICT 5 (VOTE FOR ONE)	DISTRICT 6 (VOTE FOR ONE)	DISTRICT 7 (VOTE FOR ONE)
<input type="checkbox"/> Steve Moore	<input type="checkbox"/> Danny Helms	<input type="checkbox"/> David Beaver



MESSAGE
FROM
GENERAL
MANAGER/
CEO

MARK
MCCLAIN

Teamwork Makes the Dream Work

IN MY 11 YEARS as the CEO of Big Country Electric Cooperative, we've maintained a goal of fostering a true environment of teamwork. We can always improve, but we have made significant strides in the last year toward this important goal. True teamwork helps us all manage the constant companion of change.

Teamwork is defined as work done by a group acting together so that each member contributes to the efficiency of the whole. The team I work with has evolved over the years. Each employee at Big Country EC is a vital part of our team. These changes have helped us operate more effectively as a unit. One of our employees, Arron Duniven, often says, "Teamwork makes the dream work." Simple, but true.

Sometimes our team extends beyond the employees at Big Country EC to include some of our neighboring cooperatives. One of the Seven Cooperative Principles is Cooperation Among Cooperatives. Big Country EC experienced this principle firsthand in summer 2023. Three neighboring cooperatives—Concho Valley, Lyntegar and Taylor electric cooperatives—came to our aid when a storm damaged more than 200 poles.

There's a saying that it's better to give than to receive, but it was especially true in this situation. Big Country EC was incredibly grateful for the support. There was excellent teamwork among all the crews who worked together with a common goal to restore power to our members safely and promptly.

Earlier this year, we were able to give rather than receive. Big Country EC sent crews to help restore service to North Plains Electric Cooperative after fires devastated their service territory. This principle is one of the reasons electric cooperatives are so special.

Internally, Big Country EC has focused on improving teamwork. A practical approach has been in-house training programs. Our T&D PowerSkills and line progression program have been key to the success of our line personnel now and in the future. T&D PowerSkills is also a tool used to cross-train employees on the basics of line work, helping us all be better teammates with a deeper understanding of how teamwork spans different departments at Big Country EC.

Teamwork is also crucial between BCEC and our members. We intentionally seek to be a partner who puts proper financial planning in place to minimize changes in your power costs. We use a power cost

adjustment in our billing to account for fluctuations in natural gas costs affecting our wholesale power cost, a key component of our bill.

This teamwork means we aim to keep positive and negative impacts as minimal as possible, providing consistent prices. However, circumstances may occasionally require that we adjust the PCA factor. When these occur, our role is to be a good team player and communicate those changes to you. We always aim for true teamwork between BCEC and you, the member, in our billing processes.

Another crucial aspect of our teamwork with members involves planning our system for the future. We are building multiple new substations, which are essential for addressing the challenge of growth. These substations support the connection of new oil field loads and enhance the reliability of our electric distribution system.

More new substations will be built in the future to replace aging assets and manage growth in other areas of our system. We also maintain system reliability through regular pole inspections on a 10-year rotating schedule. This is vital for keeping our system operational and reliable.

Effective and regular communication with our members is another key element of our teamwork. We appreciate you, but as in any relationship, actions must back up words. Big Country EC would not exist without our wonderful members.

The relationship between Big Country EC and the community is of great importance. The great reputation of BCEC in the communities we serve has significantly aided our recruitment efforts over the past year. We have attracted multiple skilled applicants for our open positions, and we are fortunate to hire the best of the best.

Our industry is evolving rapidly, so we need employees with a strong team-first attitude willing to adapt to be the best team players they can be. We have just that in our new and existing employees. Teamwork is essential to achieving our ultimate goal of being a cooperative that not only provides electricity but also improves the quality of life in all aspects.

Teamwork is also vital in the relationships we foster with Golden Spread Electric Cooperative, our generation and transmission co-op; Texas Electric Cooperatives; and the Electric Reliability Council of Texas and Southwest Power Pool, the two power grids we operate within. Each of these relationships is crucial for our wholesale power, maintaining statewide legisla-

tive connections and meeting requirements in the two power grids. For Big Country EC to be successful, we must maintain strong relationships with each of these entities. We need a teamwork mindset to stay updated with important information and manage these essential relationships.

Big Country EC is committed to operating from a teamwork mindset rather than seeking individual accolades. We strive to be the best electric cooperative in Texas through strong teamwork. Our employees and board of directors are second to none. They consistently put the interests of our members first and ensure their concerns are heard. I am incredibly grateful to be part of such an amazing team. ■

Small Change, Big Impact!

Operation Round Up funds help your local community

SINCE ITS INCEPTION in late 2014, our Operation Round Up program has been quietly yet powerfully making a difference in our community. It's more than just spare change—it's a collective force for good that has distributed a remarkable \$491,768.32 to support food banks, shelters, organizations that address health and other special needs, rescue organizations, educational projects, and child care programs.



But how does Operation Round Up work? It's simple and ingenious. Each month, our generous members voluntarily round up their electric bills to the nearest dollar. That small change, often just a few cents, is pooled together into a fund.

These seemingly insignificant contributions add up quickly, creating a substantial resource for community support. These funds

are distributed to individuals and organizations for charitable purposes within the counties we serve: Borden, Fisher, Garza, Haskell, Jones, Kent, Mitchell, Nolan, Scurry, Shackelford, Stonewall and Throckmorton.

Making a Difference Together

Through Operation Round Up, we've been able to assist a wide range of local initiatives. Whether it's supporting food banks, funding educational programs or helping families in crisis, the impact of this program is felt across our community. Each dollar contributes to a story of hope and resilience. Funds are kept separate from the cooperative, contributions are tax-deductible, and applications are handled with utmost confidentiality and respect. Every penny stays within the counties BCEC serves.

If you haven't joined the program yet, it's never too late to start. Simply contact our office to enroll and begin rounding up your bill each month. Thank you to all our members who have made Operation Round Up a success. Together, we're proving that small change can indeed make a big impact. ■

Big Country Electric Cooperative

Your Touchstone Energy® Cooperative 

CONTACT US

1010 W. South First St., Roby
P.O. Box 518, Roby, TX 79543

Phone (325) 776-2244

Web bigcountry.coop

General Manager

Mark McClain

Board of Directors

Steve Moore, President

Danny Helms, Vice President

David Beaver, Secretary-Treasurer

Todd Coker

Chris Estes

Zachary Logan

Matt Mueller

Phones Answered 24/7

Roby
(325) 776-2244

Snyder
(325) 573-3161

Stamford
(325) 773-3684

Toll-Free
1-888-662-2232

ABOUT BIG COUNTRY EC

BCEC owns and maintains more than 5,300 miles of line to provide electric service to more than 5,300 members in Borden, Fisher, Garza, Haskell, Jones, Kent, Mitchell, Nolan, Scurry, Shackelford, Stonewall and Throckmorton counties.

OFFICES

Hours: Monday–Thursday, 7:30 a.m.–5:30 p.m.;
Friday, 7:30–11:30 a.m.; Closed to visitors on
Fridays.

BCEC Headquarters

1010 W. South First St., Roby

Snyder Office

1600 McCowen St., Snyder

Stamford Office

225 W. McHarg St., Stamford

PAYMENT OPTIONS

- Online bill payment
- Electronic check
- Visa, Mastercard, American Express and Discover accepted for residential accounts

VISIT US ONLINE

bigcountry.coop



Check us out at
[TexasCoopPower.com/bigco](https://www.texascooppower.com/bigco)

BCEC Nominations Committee Report

A MEETING OF THE committee on nominations, as provided in Article VI, section 6.06 of the bylaws of Big Country Electric Cooperative, appointed by the board of directors, was held at the office of the cooperative in Roby on June 27 at 8 a.m.

Makinzee Dingman, the cooperative's executive and administrative assistant, provided information regarding the functions and terms of the committee on nominations. Dingman acted as temporary chairperson and opened the nomination for chairman of the committee on nominations.

Frank Garcia nominated Shawn McCowen as chairman of the committee. Raford Hargrove seconded, and the motion was unanimously agreed upon. Dingman was appointed as recording secretary of the committee.

After full and thorough discussion of the purpose of the committee on nominations; and with only the members and recording secretary thereof shown above to be present and; upon a motion made, seconded and unanimously adopted it was resolved: That the following members of the cooperative be nominated as candidates for a place on the board of directors to be voted upon by the members of the cooperative at the next annual membership meeting September 24, 2024:

District 5 Steve Moore

District 6 Danny Helms

District 7 David Beaver

The order in which the nominees' names appear on the ballot was determined by a blind draw where appropriate.

The committee, having served the functions for which it was appointed and upon a motion made, seconded and unanimously adopted, was adjourned at 8:17 a.m.

These minutes are to be presented and approved by the Big Country Electric Cooperative Board of Directors at their next scheduled meeting.

Ted Cooley
Raford Hargrove
Larry Schwarz

Frank Garcia
Shawn McCowen
Gren Stansell

Candidates may also be nominated by petition. ■

Director Nominees

DISTRICT 5 NOMINEE



Steve Moore, incumbent director and candidate for District 5, and his wife, Reneé, live and farm in the Inadale community in Scurry County. They have two daughters, Leslie and Tara. They attend First Baptist Church in Snyder and have been members of Big Country Electric Cooperative since 1994.

Moore has served as a board member of Capital Farm Credit, the Rolling Plains Cotton Growers Association, Texas Boll Weevil Eradication Foundation Steering Committee, Scurry County Farm Bureau, Pyco Industries and Plains Agricultural Cooperative Council and currently serves as president of the Central Rolling Plains Cooperative.

DISTRICT 6 NOMINEE



Danny Helms, incumbent director and candidate for District 6, and his wife, Janna, live in Rough Creek, where he was born and raised. They have three children: son Josh and daughters Kendra and Keila. They also have four grandchildren. Helms and his family have been co-op members since 1977.

Helms attended Western Texas College and worked for Plains Cotton Cooperative Association for 33 years, retiring after his tenure. He previously served as a director to the Texas Agricultural Cooperative Council and as a delegate to the National Cotton Council, positions he held for 15 and 12 years respectively. He now runs cattle, ranching and land-clearing operations.

DISTRICT 7 NOMINEE



David Beaver is an incumbent director and candidate for District 7. Beaver and his wife, Margaret, have two boys, Monte and Lance. Beaver attended Texas Tech University, graduating in 1979 with a Bachelor of Science degree in ag education. From there, he returned to Fluvanna, where he is a farmer and rancher.

Beaver and his family have been members of Big Country Electric Cooperative since 1974 and are members of the First United Methodist Church of Snyder.

Board of Directors



Matt Mueller
District 1
17 Years of Service



Zach Logan
District 2
2 Years of Service



Chris Estes
District 3
13 Years of Service



Todd Coker
District 4
19 Years of Service



Steve Moore
District 5
18 Years of Service



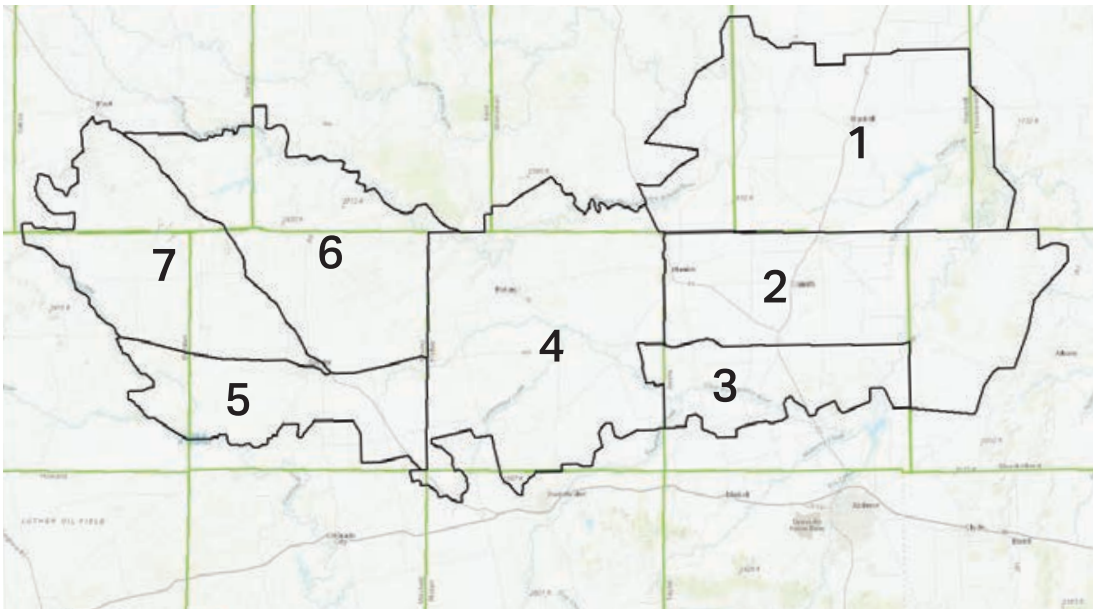
Danny Helms
District 6
12 Years of Service



David Beaver
District 7
17 Years of Service

**BCEC Board
of Directors**
98 Years
of Combined
Service

Director Districts



Comparative Statement of Income

For the years ended December 31, 2021, 2022 and 2023 (audited)

	2021	2022	2023
Revenue from the sale of our services amounted to	\$ 39,520,926	\$ 49,687,060	\$ 46,881,409

WHERE IT CAME FROM

Farm and Home	\$ 12,299,750	\$ 15,148,199	\$ 13,256,359
Commercial and Industrial	\$ 23,955,936	\$ 31,014,951	\$ 27,607,024
Irrigation	\$ 1,133,111	\$ 1,643,744	\$ 1,467,564
Miscellaneous Electric	\$ 315,750	\$ 551,277	\$ (137,792)
Total Operating Revenue	\$ 37,704,547	\$ 48,358,171	\$ 42,193,155
Nonoperating Revenue	\$ 1,561,651	\$ 116,190	\$ 314,384
Other Capital Credits and Patronage Dividends	\$ 254,728	\$ 1,212,699	\$ 4,373,870
Total Revenue	\$ 39,520,926	\$ 49,687,060	\$ 46,881,409

To supply these services cost a total of	\$ 34,855,270	\$ 43,498,302	\$ 37,952,519
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WHERE IT WENT

Purchased Power	\$ 21,143,427	\$ 28,837,713	\$ 22,207,283
Operations and Administration	\$ 8,664,429	\$ 9,299,764	\$ 9,824,320
Depreciation	\$ 3,485,130	\$ 3,687,888	\$ 4,002,565
Interest and Other Deductions	\$ 1,535,774	\$ 1,642,109	\$ 1,886,441
Taxes	\$ 26,510	\$ 30,828	\$ 31,910
Total Operating Costs	\$ 34,855,270	\$ 43,498,302	\$ 37,952,519
Operating Margins (Operating Revenue Less Operating Costs)	\$ 2,849,277	\$ 4,859,869	\$ 4,240,636
Other Capital Credits	\$ 254,728	\$ 1,212,699	\$ 4,373,870
Nonoperating Margins	\$ 1,561,651	\$ 116,190	\$ 314,384
Total Margins	\$ 4,665,655	\$ 6,188,758	\$ 8,928,890

Comparative Statistics


For the years ended December 31, 2021, 2022 and 2023

	2021	2022	2023
Average Monthly Bill	\$238.56	\$301.21	\$260.23
Kilowatt-Hours Sold	295,640,068	363,475,307	349,760,234
Revenue per Kilowatt-Hour Sold	\$0.1275	\$0.133	\$0.1206
Kilowatt-Hours Purchased	322,889,919	394,404,894	381,833,922
Line Loss	8.4%	7.8%	8.4%
Average Kilowatt-Hours per Bill per Consumer	1,871	2,264	2,157
Plant Investment per Consumer	\$8,917	\$9,410	\$9,943
Net Change in Plant	\$4,942,240	\$6,590,366	\$6,766,815
Consumers per Mile of Line	2.5	2.5	2.5
Average Number of Consumers	13,171	13,379	13,511
Total Miles of Line	5,362	5,383	5,381

Comparative Balance Sheet

For the years ended December 31, 2021, 2022 and 2023 (audited)

	2021	2022	2023
ASSETS—WHAT WE OWN			
Utility Plant	\$ 117,449,207	\$ 125,897,246	\$ 134,342,335
Less: Accumulated Depreciation—Lines, Buildings and Equipment	\$ 43,688,605	\$ 45,546,278	\$ 47,224,552
Net Utility Plant	\$ 73,760,602	\$ 80,350,968	\$ 87,117,783
Cash and Investments			
Cash	\$ 1,412,543	\$ 1,737,371	\$ 3,765,805
Other Investments	\$ 22,944,848	\$ 23,984,828	\$ 28,008,573
Total Cash and Investments	\$ 24,357,391	\$ 25,722,199	\$ 31,774,378
Accounts Receivable	\$ 4,443,115	\$ 6,263,448	\$ 4,499,519
Materials and Supplies	\$ 1,061,590	\$ 1,387,102	\$ 2,035,996
Deferred Debits and Other Assets	\$ 648,194	\$ 674,553	\$ 482,398
Total Other Assets	\$ 6,152,899	\$ 8,325,103	\$ 7,017,913
Total Assets	\$104,270,892	\$114,398,270	\$125,910,074
LIABILITIES—WHAT WE OWE			
Long-Term Debt—Total Amount Borrowed and Deferred Interest	\$36,526,566	\$ 39,083,227	\$ 41,511,446
Other Liabilities and Credits			
Deferred Credits and Other Liabilities	\$ 5,570,231	\$ 6,280,217	\$ 7,441,581
Short-Term Borrowings	\$ 2,464,041	\$ 1,909,255	\$ 1,607,815
Due to Suppliers	\$ 2,390,578	\$ 4,279,266	\$ 4,533,153
Total Other Liabilities and Credits	\$ 10,424,850	\$ 12,468,738	\$ 13,582,549
MEMBERS' EQUITY—OUR NET WORTH			
Membership Fees	\$ 129,200	\$ 132,255	\$ 134,080
Patronage Capital and Other Equities	\$ 57,190,276	\$ 62,714,050	\$ 70,681,999
Total Members' Equity	\$ 57,319,476	\$ 62,846,305	\$ 70,816,079
Total Liabilities and Members' Equity	\$104,270,892	\$114,398,270	\$125,910,075



OUR MISSION

To be the first-choice electric provider. Through safe, reliable, competitive service, we deliver quality of life for our members, communities, and employees that bring us all together.



1 PEOPLE MATTER

- We respect one another
- We show appreciation for each others' contributions to the firm
- We make it a point to recognize each other for work well done and living our core values
- We promote work/life integration
- We genuinely care about the best interests of our people
- We strive to be flexible to accommodate the needs of one another



2 COMMITTED PARTNER

- We build trusted relationships with our members (internal and external)
- We are proactive and anticipate the needs of our members
- We always base our service on integrity
- We must create additional value for our members by going beyond service expectations
- Providing prompt service and being responsive is a must



3 TRUSTED LEADERSHIP

- We lead with integrity and through our core values
- We encourage everyone to be authentic
- We always follow-through
- We are forward-thinking
- We are open-minded to others' ideas and opinions



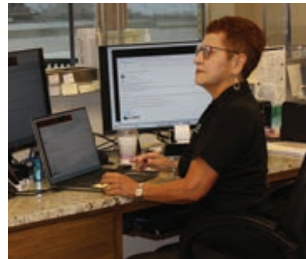
4 UNMATCHED QUALITY

- We have a strong commitment to excellence
- We encourage innovative thinking
- We encourage development investments within our technical niches
- We invest in the continuous development of technical expertise and industry-specific training



5 TEAMWORK

- We commit to providing each other ongoing feedback and communication in the spirit of continuous improvement.
- We help each other succeed by leveraging each person's talents
- We promote a culture of inclusion
- We share knowledge and resources with one another
- We embrace diverse opinions and promote appreciation of those who are different than ourselves



Big Country EC Employees: 768 Years of Combined Service

NAME	LOCATION	YEARS
Gary Adams	Stamford	3
Noe Arce	Roby	2
Chase Arrendale	Snyder	14
Latrice Baucom	Roby	8
Robert Bohall	Roby	13
Joe Brewer	Stamford	29
Krysha Burleson	Roby	8 months
Alex Cantu	Stamford	6
Erika Castillo	Roby	25
Jakob Clawson	Roby	12
James Claxton	Roby	13
Brittini Cronkright	Roby	7
Misti Davis	Stamford	2
Makinzee Dingman	Roby	4 months
Arron Duniven	Roby	17
William Duniven	Roby	27
Scott Edmonds	Roby	24
Allegra Escobedo	Snyder	4
Baleria Frausto	Roby	11
Joe Garza	Snyder	23
Wesley Gonzales	Stamford	5
Eileen Goodgame	Roby	26

NAME	LOCATION	YEARS
Mason Guerra	Roby	11
Toby Guerra	Roby	4 months
Redonna Guynes	Snyder	24
Sonja Hampton	Roby	4
R. Brian Hinkle	Snyder	13
Wade Ivy	Stamford	6
Cato Macias	Stamford	20
Tyler Martin	Snyder	1
Mike Martinez	Roby	14
Jeremy McArthur	Roby	17
David McCarter	Snyder	7
Mark McClain	Roby	32
Cary McClintock	Stamford	31
Cody McClintock	Stamford	10
Cedar McIlwain	Roby	2
Sarah McLen	Roby	16
Brian Niedert	Roby	12
Chase Perez	Snyder	2
Patrick Pierce	Stamford	35
Robert Pippin	Stamford	22
Kyle Ponder	Roby	11 months
Andrew Porter	Roby	5

NAME	LOCATION	YEARS
Bren Rister	Roby	1
Alfred Robles	Stamford	19
Ann Sanchez	Stamford	42
John Sanchez	Stamford	17
Rosa Sanchez	Roby	10
Corbin Smith	Snyder	5
Sam Colton Smith	Stamford	13
Mike Snead	Snyder	21
Michelle Sosa	Snyder	4 months
Bailey Stegemoeller	Roby	7
Christopher Thomson	Roby	9
Timothy Thompson	Roby	2
Cesar Torres	Snyder	1
John VanMater	Roby	13
Gabriel Vasquez	Snyder	14
Henry Vega	Stamford	15
Eric Villanueva	Stamford	2
Katelyn Watson	Roby	4 months
Amanda Weaver	Roby	7
Shane Wiseman	Snyder	1