(Rev January 2020)

Department of the Treasury Internal Revenue Service

## **Return of Organization Exempt From Income Tax**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

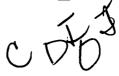
OMB No 1545-0047 2019

▶ Do not enter social security numbers on this form as it may be made public. ► Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

Α	For the	2019 calend	dar year, or tax year beginning		, 2019, and end	ling		, 20						
В	Check if	applicable	C Name of organization LANE ELE	CTRIC COOPERATIVE,	INC		D Employer identification number							
	Address	change	Doing business as					93-0209125						
	Name ch	ange	Number and street (or P O box if	mail is not delivered to street	address)	Room/suite	E Telep	hone number						
	Initial ret	urn	787 BAILEY HILL RD					541 484 1151						
	Final retu	rn/terminated	City or town, state or province, co	untry, and ZIP or foreign pos	tal code			<del>-</del>						
$\overline{\Box}$	Amende	d return	EUGENE OR 97402				<b>G</b> Gross	s receipts \$ 27,22	28,749					
$\overline{\Box}$		on pending	F Name and address of principal office	er DEBORA WILSON		H(a) Is this a	group return f	or subordinates?  Yes	✓ No					
	• •		787 BAILEY HILL RD EUGENE			H(b) Are al	subordinat	tes included? Tyes	☐ No					
	Tax-exer	npt status	501(c)(3) 501(c) ( 12		47(a)(1) or 527	If "No	" attach a li	ist (see instructions)						
J	Website	: ▶ www.lai	neelectric com		ı	H(c) Group	exemption	number ►						
ĸ	Form of o	organization 🗸	Corporation Trust Associat	ion ☐ Other ▶	L Year of for	mation 1939	M State	of legal domicile	OR					
	art I	Summa						-						
	1		cribe the organization's missi	on or most significant	activities:	_								
ė,	'													
Activities & Governance		PROVIDE ELECTRIC SERVICE TO APPROXIMATELY 10,000 MEMBERS												
Ĕ	2	Check this	box ► ☐ if the organization	discontinued its opera	tions or dispos	ed of more tha	n 25% of	fits net assets						
Š	3		f voting members of the gover				3		7					
ජ	4		fundependent voting members				<u> </u>		<del></del>					
es	5		ber of individuals employed in	•		,	5		52					
ζĖ	6		ber of volunteers (estimate if r				6		0					
Ç	7a		lated business revenue from F				7a							
•	b		ted business taxable income				7b							
_	<del>                                     </del>		ted business taxable meeme	1, 1110		Prior Y	1	Current Year						
	8	Contribute	ons and grants (Part VIII, line	Ih)			0							
Revenue	9		ervice revenue (Part VIII, line 2	5,854,049	26.9	39,186								
Ş	10	_	t income (Part VIII, column (A)	39,247		61,058								
æ	11		enue (Part VIII, column (A), line	270,215		28,505								
	12		nue-add lines 8 through 11 (m				6,163,511	i	28,749					
_	13		d similar amounts paid (Part I)				23,392		17,660					
	14		aid to or for members (Part IX		,		1,541,650	1	20,149					
	1 4-	•	ther compensation, employee t				605,768		00,552					
Expenses	16a		nal fundraising fees (Part IX, co				000,700	<u> </u>	00,332					
ĕ	b		raising expenses (Part IX, colu			,			-i					
X	17		enses (Part IX, column (A), line				3,697,409	25.0	15,526					
	18	Total evne	enses. Add lines 13–17 (must	equal <del>Part IX column-</del>	A) Immer 25)		5,868,219	ì	53,887					
	19	Revenue le	ess expenses. Subtract line 1	8 from line 12 RECE	(NE13")	\ <del>                                    </del>	295,292		74,862					
<u> </u>		Tievenue i	ess expenses. Oubtract line 10	5 HOMING 12 .		Beginning of C		<del></del>	74,002					
Net Assets or	20	Total acco	ets (Part X, line 16)	S . MAY 0	4 2020	1	9,008,425	<del></del>	89,737					
Asse	21		ities (Part X, line 26)	12 MAI			8,637,927		08,917					
e t	22		s or fund balances. Subtract li		<del></del>	1 -	0,370,498		80,820					
	art II		re Block	CODE	<u> N. U1</u>	<u> </u>	0,370,430	j <u> </u>	00,020					
			/, I declare that I have examined this re	etum, including accompanyi	o schedules and s	tatements, and to	the best of	my knowledge, and be	elief. it is					
tn	ie, correc	t, and complet	te Declaration of preparer (other than	officer) is based on all inform	ation of which prep	parer has any know	ledge	,go a 20	,					
			And Alli				4155	120						
Si	gn	Signat	ture of officer			D.	ate	7-0						
	ere	12/12	ema 1) 11/11 504	( Grande	L MAN	^ (~ <del>5</del> 7/2								
•••		Type	or print name and title	- GEVENA	· · · · · · · · · · · · · · · · · · ·	H-146 1/	-							
_		<del>''</del>	e preparer's name	Preparer's signature	_	Date	Check	T if PTIN						
	aid			, 3		}	self-em	<b>□</b> "						
	epare	E-maria aa	me D			Fir	 m'sElN ▶							
Us	se On	Firm's ad					one no							
Ms	av the II		this return with the preparer s	shown above? (see ins	tructions)			· · 🔲 Yes 🗀	No					
_			tion Act Notice see the senara			at No 11282Y	<u> </u>	Form 990						

Form 990 (2019) Page 2 Part III **Statement of Program Service Accomplishments** Check if Schedule O contains a response or note to any line in this Part III Briefly describe the organization's mission: PROVIDE ELECTRICITY FOR APPROXIMATELY 10,000 MEMBERS Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . . . . . . ☐ Yes ☑ No If "Yes," describe these new services on Schedule O. Did the organization cease conducting, or make significant changes in how it conducts, any program services? . ☐ Yes ☑ No If "Yes," describe these changes on Schedule O. Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported (Code: \_\_\_\_\_) (Expenses \$ \_\_\_\_\_including grants of \$ \_\_\_\_ ) (Revenue \$ PROVIDED ELECTRIC SERVICE TO APPROXIMATELY 10.000 MEMBERS THROUGH WHOLESALE PURCHASE OF POWER, MAINTENANCE OF TRANSMISSION AND DISTRIBUTION FACILITIES AS WELL AS OVERALL OPERATION ACTIVITIES including grants of \$ including grants of \$ ) (Revenue \$ Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$ ) (Revenue \$ Total program service expenses ▶



Part I	Checklist of Required Schedules			
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1		1
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2		1
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	<b>√</b>	
4	<b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If</i> "Yes," <i>complete Schedule C, Part II</i>	4		
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5	,	1
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		1
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		1
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		1
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV.	9		<b>√</b>
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	10		✓
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, IX, or X as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a	<b>✓</b>	
b	Did the organization report an amount for investments—other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b	<b>√</b>	
C	Did the organization report an amount for investments—program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		1
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		<b>✓</b>
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	✓	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	1	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	✓	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		1
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		<b>✓</b>
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		<b>✓</b>
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		<b>/</b>
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		1
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		1
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17		<b>✓</b>
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II.	18		/
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?  If "Yes," complete Schedule G, Part III	19		1
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		✓
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		1

Part	Checklist of Required Schedules (continued)			
			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	1	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	1	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a		1
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		ļ
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		<u> </u>
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>	26		1
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		,
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a		<b>✓</b>
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		1
С	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV	28c		1
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		1
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		1
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		<b>√</b>
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		1
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		1
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34		1
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		✓
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2 </i>	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		1
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note:</b> All Form 990 filers are required to complete Schedule O.	38	1	
Part	Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response or note to any line in this Part V			. [
			Yes	No
1a b	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1		
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	10		ļ

Part	Statements Regarding Other IRS Filings and Tax Compliance (Continued)							
			Yes	No				
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax	]						
	Statements, filed for the calendar year ending with or within the year covered by this return 2a 52		<del>_</del>					
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? .							
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	]		_				
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?							
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O .	3b						
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over,							
	a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		✓				
b	If "Yes," enter the name of the foreign country ▶							
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).							
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		✓				
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		✓				
С	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c						
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the							
	organization solicit any contributions that were not tax deductible as charitable contributions?	6a		✓				
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or							
	gifts were not tax deductible?	6b						
7	Organizations that may receive deductible contributions under section 170(c).							
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods							
	and services provided to the payor?	7a						
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b						
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was							
	required to file Form 8282?	7c						
d	If "Yes," indicate the number of Forms 8282 filed during the year							
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e						
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? .	7f						
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g						
ĥ	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h						
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the							
	sponsoring organization have excess business holdings at any time during the year?	8						
9	Sponsoring organizations maintaining donor advised funds.							
а	Did the sponsoring organization make any taxable distributions under section 4966?	9a						
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b						
10	Section 501(c)(7) organizations. Enter:							
а	Initiation fees and capital contributions included on Part VIII, line 12							
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . 10b							
11	Section 501(c)(12) organizations. Enter:							
а	Gross income from members or shareholders		!					
b	Gross income from other sources (Do not net amounts due or paid to other sources		j l					
	against amounts due or received from them.)							
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a						
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b							
13	Section 501(c)(29) qualified nonprofit health insurance issuers.							
а	Is the organization licensed to issue qualified health plans in more than one state?	13a						
	Note: See the instructions for additional information the organization must report on Schedule O.							
b	Enter the amount of reserves the organization is required to maintain by the states in which							
	the organization is licensed to issue qualified health plans							
С	Enter the amount of reserves on hand							
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		1				
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O .	14b						
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or							
	excess parachute payment(s) during the year?	15		1				
	If "Yes," see instructions and file Form 4720, Schedule N							
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		1				
	If "Yes " complete Form 4720, Schedule O.			1				

Part \	response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O.	See ir	struc	tions.		
	Check if Schedule O contains a response or note to any line in this Part VI			✓		
Section	on A. Governing Body and Management					
_			Yes	No		
1a	Enter the number of voting members of the governing body at the end of the tax year	<u>'</u>	:			
	If there are material differences in voting rights among members of the governing body, or	ŀ				
	of the governing body delegated broad authority to an executive committee or similar					
	committee, explain on Schedule O.					
	b Enter the number of voting members included on line 1a, above, who are independent1b					
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		—	<b>-</b>		
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? .	3		1		
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		<b>V</b>		
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		V		
6	Did the organization have members or stockholders?	6	1	<u> </u>		
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint					
	one or more members of the governing body?	7a	<b>\</b>			
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,	l				
0	stockholders, or persons other than the governing body?	7b	<b>✓</b>	ī		
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			Ì		
а	The governing body?	8a	<u></u>			
b	Each committee with authority to act on behalf of the governing body?	8b	1			
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at	<u> </u>				
	the organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9	<b>✓</b>			
Section	on B. Policies (This Section B requests information about policies not required by the Internal Rever	ue C	ode.)			
			Yes	No		
10a	Did the organization have local chapters, branches, or affiliates?	10a		✓_		
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b				
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	✓			
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.					
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	✓			
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	✓			
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	<b>✓</b>			
13	Did the organization have a written whistleblower policy?	13	1			
14	Did the organization have a written document retention and destruction policy?	14	_	1		
15	Did the process for determining compensation of the following persons include a review and approval by					
•	Independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?  The organization's CEO, Executive Director, or top management official	15-	<del></del>			
a b	Other officers or key employees of the organization	15a 15b	<b>√</b>	<del> </del>		
ь	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).	130	<b>V</b>			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement					
100	with a taxable entity during the year?	16a				
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its					
	participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the					
	organization's exempt status with respect to such arrangements?	16b				
Secti	on C. Disclosure					
17	List the states with which a copy of this Form 990 is required to be filed ▶ OREGON					
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  ☐ Own website ☐ Another's website ☑ Upon request ☐ Other (explain on Schedule O)	Γ (Sec	tion 5	501(c)		
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of	f intei	est p	olicy,		
20	and financial statements available to the public during the tax year.  State the name, address, and telephone number of the person who possesses the organization's books and re	cords	<b>•</b>			
	CYNTHIA SCOBLE 787 BAILEY HILL RD EUGENE, OR 97402		-			

		•	
-orm	990	(201	9

(14) CURT EDWARDS

JOURNEYMAN LINEMAN

# Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII . . . . . . . . . . . . . . . . .

#### Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
  - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

				(0	C)					
(A)	(B)				ition			(D)	(E)	(F)
Name and title Average			(do not check more than one box, unless person is both an					Reportable	Reportable	Estimated amount
	hours	officer and a director/trustee)				compensation	compensation	of other		
	per week (list any	유코	٦	♀	<u>چ</u>	en 뜻	75	from the organization	from related organizations	compensation from the
	hours for	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Forme	(W-2/1099-MISC)	(W-2/1099-MISC)	organization and
	related organizations	or E	on a		뒇	èe co				related organizations
	below	trus	<u> </u>		yee	l mg				
	dotted line)	e	ste			nsa				
			ு			ed				
(1) JACK BILLINGS										
DIRECTOR	5	✓						11,850		
(2) HUGH BUERMANN										
TREASURER	14	✓		✓				18,450		
(3) KATHRYN KEABLE										
VICE PRESIDENT	10	✓		✓				14,400		
(4) JEANETTE I KESSLER				'						
DIRECTOR	14	✓					L.	18,400		
(5) SUSAN KNUDSEN OBERMEYER		]								
PRESIDENT	15	✓	_	1				19,625		
(6) CHRISTOPERH SEUBERT										
DIRECTOR	9	<b>✓</b>						18,075		
(7) GERALD SHOREY		1								
SECRETARY	5	<b>✓</b>		✓				13,200		
(8) MATTHEW J MICHEL		]								
GENERAL MANAGER	40				L	ļ	✓	180,022		5,821
(9) DEBORA D WILSON										
GENERAL MANAGER	57	<u> </u>			✓			210,359		59,737
(10) SUSAN CARTER		]		ļ						
MANAGER, FINANCE & ADMINISTRATION	42	ļ			✓	ļ		29,568		2,898
(11) HERB ANDERSON										
JOURNEYMAN LINEMAN	55	ļ			<u> </u>	✓		_188,704		53,176
(12) JEFF DAU		1				1				
JOURNEYMAN LINEMAN	50		<u> </u>	<u>L</u>	L.	✓		172,763		53,476
(13) BRYAN DICKIE	<b></b>									
JOURNEYMAN LINEMAN	53	<b>ļ</b>	<u> </u>	<u> </u>		<b>✓</b>	_	171,718		59,452

37,603

166,472

(F) Estimated amount of other
e Estimated amount
e Estimated amount
on lot other
ed compensation
ns from the ISC) organization and
related organizations
58,910
<u> </u>
<del></del>
331,073
331,073
,000 of
Yes No
ated
. 3 🗸
n the such
. 4 √
. 5
ore than \$100,000 of organization's tax year.
(C) Compensation
1,710,280
1,521,520
1,214,807 227,351
217,217

Part	VIII	Statement of Rev Check if Schedule			espon	se or note to an	v line in this Pa	nt VIII	<u> </u>	
		Oncor ii ochoddio		inanio a re	<u> Эроп</u>	30 01 11010 10 411	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512–514
S S	1a	Federated campaign	ns .		1a		<del> </del>			
Contributions, Gifts, Grants and Other Similar Amounts	b	Membership dues			1b					
ع ق	С	Fundraising events			1c					
Ţ\$,	d	Related organization			1d					
<u>i</u>	е	Government grants	(cont	ributions)	1e					
Sir	f	All other contribution	ns, gif	ts, grants,						
er ti		and similar amounts no		. •	1f					
년 된	g	Noncash contribution	ons in	cluded in						
E E	_	lines 1a-1f			1g	\$				
\overline{a} \overline{a} \overline{a}	h	Total. Add lines 1a-	-1f .			🕨				
						Business Code				
Program Service Revenue	2a	ELECTRIC REVENUE	Ξ			221000	26,843,827	26,843,827		
او چ	b	POLE RENTAL				221000	95,359			95,359
S I	С									
gram Ser Revenue	d									
Pg R	e									
Pr	f	All other program se	ervice	revenue						
	g	Total. Add lines 2a-	-2f .	· .		▶	26,939,186			
	3	Investment income	(incl	uding divi	dends	s, interest, and				
		other similar amoun				🕨	38,928			38,928
	4	Income from investr	nent o	of tax-exen	npt bo	nd proceeds ►				
	5	Royalties	<u></u>			▶				
				(ı) Rea	ıl	(ii) Personal				
	6a	Gross rents	6a		500					
	b	Less: rental expenses								i
	C	Rental income or (loss)			500					
İ	d	Net rental income o	r (los:	s)		▶	500	)		500
	7a	Gross amount from		(i) Secun	ties	(ii) Other				
		sales of assets						1		
		other than inventory	7a			76,608				
e l	b	Less cost or other basis	ļ							
Revenue		and sales expenses .	7b			54,478				
e e	С	Gain or (loss)	7c			22,130				
_	d	Net gain or (loss)			<del></del>	<u>, , , , ▶</u>	22,130	)		22,130
Other	8a	Gross income fro		ndraising						:
0		events (not including								'
		of contributions re								
		1c). See Part IV, line			8a					
	b	Less. direct expens			_8b				1	
	С	Net income or (loss			ig eve	ents .				<del></del>
	9a	Gross income						1		
		activities. See Part			9a					
	b	Less: direct expens			9b	<u> </u>	_			
	l	Net income or (loss			ctivitie	es <b>&gt;</b>	-			
	10a	Gross sales of II			١					
		returns and allowan			10a					
		Less: cost of goods			10b			-		
	С	Net income or (loss	) tron	n sales of II	nvento				<del> </del>	
S						Business Code			ļ	
ne ue		SALT CREEK TUNNI				221000	2,038	Í .		-
lar	b	PATRONAGE DIVIDE	NDS			221000	242,851	242,851	<del> </del>	<del> </del>
scellaneo Revenue	С							1	-	
Miscellaneous Revenue	d					221000	(16,844)		)	-
		Total. Add lines 11:			•	<u> ▶</u>	228,005	1	ļ	<del> </del>
	12	Total revenue, See	e instr	uctions		•	27.228.749	3 27.071.832	'i	156.917

Form 99	0 (2019)				′ Page <b>10</b>
	IX Statement of Functional Expenses				
Sectio	n 501(c)(3) and 501(c)(4) organizations must comp				
	Check if Schedule O contains a response				
	t include amounts reported on lines 6b, 7b, , and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	( <b>D)</b> Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 .				
2	Grants and other assistance to domestic individuals. See Part IV, line 22	17,660			
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 5	Benefits paid to or for members	1,520,149 384,096			
6	Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages				
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9	Other employee benefits				
10	Payroll taxes	16,456			
11	Fees for services (nonemployees):				
a	Management				
þ	Legal		· · · · · ·		
C	Accounting				
d	Lobbying				<del></del>
e f	Investment management fees				
g	Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)				
12	Advertising and promotion				
13	Office expenses				
14	Information technology		<del></del>		
15	Royalties				
16	Occupancy				
17	Travel				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings .			<u> </u>	
20	Interest	1,359,225			<u> </u>
21	Payments to affiliates				
22	Depreciation, depletion, and amortization .	2,706,844			
23	Insurance				
24	Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If				
	line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
_	PURCHASED POWER	10 304 773			
a b	TRANSMISSION & DISTRIBUTION	10,384,773			
C	CUSTOMER & MEMBER SERVICES	5,682,377 1,668,698	<del> </del>		
d	GENERAL & ADMINISTRATIVE	2,294,529		-	
e	All other expenses TAX EXPENSE	919,080		†	
25	Total functional expenses. Add lines 1 through 24e	26,953,887			
26	Joint costs. Complete this line only if the	20,000,007		<del>                                     </del>	·
	organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ▶ ☐ if				
	following ŠOP 98-2 (ASC 958-720)			1	

P	art X		4 V		
		Check if Schedule O contains a response or note to any line in this Par	τχ	<u></u>	・・・・・」 (B) End of year
	1	Cash—non-interest-bearing	(168,412)	1	
	2	Savings and temporary cash investments	<del></del>		122,243
	l	Pledges and grants receivable, net	591,511	3	319,458
	3		2 244 000	<del></del>	7.002.002
	4	Accounts receivable, net	3,241,990	4	7,863,863
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .		6	
ţ	7	Notes and loans receivable, net		7	
Assets	8	Inventories for sale or use	973,522	8	1,211,614
As	9	Prepaid expenses and deferred charges	560,568	9	525,439
	10a	Land, buildings, and equipment. cost or other basis. Complete Part VI of Schedule D 10a 90,272,073			
	Ь	Less: accumulated depreciation	59,204,251	10c	60,673,744
	11	Investments—publicly traded securities		11	
	12	Investments—other securities. See Part IV, line 11	3,948,125	12	4,086,456
	13	Investments – program-related. See Part IV, line 11	-,,	13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	656,870	15	786,920
	16	Total assets. Add lines 1 through 15 (must equal line 33) .	69,008,425		75,589,737
	17	Accounts payable and accrued expenses	5,660,737	17	8,833,938
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
Liabilities	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			
jap		controlled entity or family member of any of these persons		22	
_	23	Secured mortgages and notes payable to unrelated third parties	31,724,910		33,794,535
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17–24). Complete Part X of Schedule D	4 050 000	0.5	
	06		1,252,280	1	1,380,444
	26	Total liabilities. Add lines 17 through 25	38,637,927	20	44,008,917
ances		Organizations that follow FASB ASC 958, check here ▶ ☐ and complete lines 27, 28, 32, and 33.	<del> </del>		
ä	27	Net assets without donor restrictions		27	
O	28	Net assets with donor restrictions		28	
Net Assets or Fund Balances		Organizations that do not follow FASB ASC 958, check here ▶ ☐ and complete lines 29 through 33.			
ō	29	Capital stock or trust principal, or current funds	4,384,145	29	2,713,331
ets	30	Paid-in or capital surplus, or land, building, or equipment fund		30	
155	31	Retained earnings, endowment, accumulated income, or other funds	25,986,353		28,867,489
et/	32	Total net assets or fund balances	30,370,498	32	31,580,820
ž	33	Total liabilities and net assets/fund balances	69.008.425	33	75.589.737

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Page	1	ž

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					•
	90 (2019)			• Pa	ge <b>12</b>
Par	IXI Reconciliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI	<u> </u>			<u> </u>
1	Total revenue (must equal Part VIII, column (A), line 12)	1		27,27	28,749
2	Total expenses (must equal Part IX, column (A), line 25)	2		26,9	3,887
3	Revenue less expenses. Subtract line 2 from line 1	3		27	4,862
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4		30,37	0,498
5	Net unrealized gains (losses) on investments	5			
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain on Schedule O)	9		1,22	25,017
0	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10		31.87	0,377
Part	XII Financial Statements and Reporting				0,011
	Check if Schedule O contains a response or note to any line in this Part XII				
				Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☑ Accrual ☐ Other				1
	If the organization changed its method of accounting from a prior year or checked "Other," e. Schedule O.	xplaın ı	n		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		<u> </u>
	If "Yes," check a box below to indicate whether the financial statements for the year were con- reviewed on a separate basis, consolidated basis, or both:		or	-	
	Separate basis Consolidated basis Both consolidated and separate basis				
b	Were the organization's financial statements audited by an independent accountant?		2b	✓	
	If "Yes," check a box below to indicate whether the financial statements for the year were audit separate basis, consolidated basis, or both:	ted on	а		· ·
	☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis				
С	· · · · · · · · · · · · · · ·	ersiaht d	of		
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for over the audit, review, or compilation of its financial statements and selection of an independent accountation.	ınt? .	2c	<u> </u>	
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for over	ınt? .	2c		
	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for over the audit, review, or compilation of its financial statements and selection of an independent accountal if the organization changed either its oversight process or selection process during the tax year, ex	int? . kplain o	2c	<u>✓</u>	
3a	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for over the audit, review, or compilation of its financial statements and selection of an independent accountail of the organization changed either its oversight process or selection process during the tax year, exchedule O.  As a result of a federal award, was the organization required to undergo an audit or audits as set for	int? .  Int? .  Int? .  Introduction the interpolation the interpolation	2c n e 3a		

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## SCHEDULE C (Form 990 or 990-EZ)

## **Political Campaign and Lobbying Activities**

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶ Complete if the organization is described below. ▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047
2019
Open to Public Inspection

Department of the Treasury Internal Revenue Service

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations Complete Parts I-A and B. Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
- · Section 527 organizations: Complete Part I-A only

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)). Complete Part II-A. Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)). Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

	ee separate instructions), the ection 501(c)(4), (5), or (6) orga				
	of organization			Employer ider	tification number
	ELECTRIC COOPERATIVE II	NC.		' '	93-0209125
Part		e organization is exempt unde	er section 501(c	c) or is a section 527 o	
1	Provide a description of definition of "political can	the organization's direct and incompaign activities")	direct political ca	mpaign activities in Part	IV. (see instructions for
2	Political campaign activity	y expenditures (see instructions) .		▶ \$	
3	Volunteer hours for politic	cal campaign activities (see instruc	tions) .		
Part	-B Complete if the	e organization is exempt unde	er section 501(c	c)(3).	
1	Enter the amount of any	excise tax incurred by the organiza	tion under section	n 4955 ▶ \$	
2	Enter the amount of any	excise tax incurred by organization	managers under	section 4955 ▶ \$	
3	If the organization incurre	ed a section 4955 tax, did it file For	m 4720 for this ye	ear?	Yes No
4a	Was a correction made?				Yes No
b	If "Yes," describe in Part	IV.			
Part	I-C Complete if the	e organization is exempt und	er section 501(d	c), except section 501	(c)(3).
1	activities	ly expended by the filing organiz			
2	527 exempt function activ			▶ \$	4000
3		expenditures. Add lines 1 and 2.			
					4000
4		n file <b>Form 1120-POL</b> for this year			
5	organization made payme the amount of political co	ses and employer identification nur ents. For each organization listed, on tributions received that were pro- fund or a political action committe	enter the amount mptly and directly	paid from the filing organic delivered to a separate p	zation's funds. Also enter olitical organization, such
	(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
(1) OF	R ACTION COMMITTEE FOR	1750 LIBERTY STREET SE SALEM OR 97302	47-0861601	4000	
(2)	NATE DE LO TRA TORTO	SALEM GARAGE	.,, .,,		
(3)					
(4)					
(5)					
(6)					

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Page	~

Ра		Complete if the organizatior section 501(h)).	n is exempt u	ınder section 50	01(c)(3) and filed	d Form 5768 (ele	ction under
A	Check ►	If the filing organization belong				liated group memb	er's name,
_	Obserts N	address, EIN, expenses, and s		, , ,	•		
R	Check ►	Limits on Lobb			ovisions apply.	(3.5)	
		(The term "expenditures" me			1	(a) Filing organization's totals	(b) Affiliated group totals
1	a Total lol	obying expenditures to influence		·			
•		obying expenditures to influence	•				· · · · · · · · · · · · · · · · · · ·
		obying expenditures (add lines 1a	J		" 		
	d Other ex	kempt purpose expenditures					
		empt purpose expenditures (add					-
	f Lobbyin columns	g nontaxable amount. Enter t	he amount fr	om the following	table in both		
	If the am	ount on line 1e, column (a) or (b) is:	The lobbying	nontaxable amount	is:		
	Not over	\$500,000	20% of the am	nount on line 1e			1
		0,000 but not over \$1,000,000	†	15% of the excess of			1
		000,000 but not over \$1,500,000	1	10% of the excess of			
		500,000 but not over \$17,000,000	<del>                                     </del>	5% of the excess ov	/er \$1,500,000		
	Over \$17		\$1,000,000				
	-	ots nontaxable amount (enter 25	•				
		t line 1g from line 1a. If zero or le t line 1f from line 1c. If zero or les					
		is an amount other than zero	•	1h or line 1: did		file Form 4720	
	-	g section 4911 tax for this year?					Yes No
	(Some	4-Ye organizations that made a sec		Period Under Sec	, ,	of the five column	
		See the	separate instr	ructions for lines			ns below. 
		See the	separate instr			ı-	ns below.
	Caler	See the	separate instr	ructions for lines		( <b>d)</b> 2019	(e) Total
		Lobbying adar year (or fiscal year	separate instr	During 4-Year Av	veraging Period	(d) 2019	
	<b>2a</b> Lobbyir <b>b</b> Lobbyir	Lobbying idar year (or fiscal year beginning in)	separate instr	During 4-Year Av	veraging Period	( <b>d</b> ) 2019	
	b Lobbyir (150%)	Lobbying  Idar year (or fiscal year beginning in)  Ing nontaxable amount  Ing ceiling amount	separate instr	During 4-Year Av	veraging Period	( <b>d)</b> 2019	
	b Lobbyir (150%)	Lobbying  Idar year (or fiscal year beginning in)  Ing nontaxable amount ing ceiling amount of line 2a, column (e))	separate instr	During 4-Year Av	veraging Period	(d) 2019	
	b Lobbyir (150% c Total lo d Grassro e Grassro	Lobbying  Idar year (or fiscal year beginning in)  Ing nontaxable amount and ceiling amount of line 2a, column (e))  Independent of line 2a, column (e))	separate instr	During 4-Year Av	veraging Period	(d) 2019	

	(election under section 501(h)).				(b)	
	ach "Yes" response on lines 1a through 1i below, provide in Part IV a detailed iption of the lobbying activity.	(a Yes	No	A	(b) mount	:
	Down the constitution of t				-	
1	During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:					
а	Volunteers?			1		
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			1		
C	Media advertisements?					
d	Mailings to members, legislators, or the public?	-				
е	Publications, or published or broadcast statements?					
f	Grants to other organizations for lobbying purposes?					
g	Direct contact with legislators, their staffs, government officials, or a legislative body?					
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?					
i	Other activities?					
j	Total. Add lines 1c through 1i					
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?					
þ	If "Yes," enter the amount of any tax incurred under section 4912					
C	If "Yes," enter the amount of any tax incurred by organization managers under section 4912 .					
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?	(=)		<u> </u>		
Part	III-A Complete if the organization is exempt under section 501(c)(4), section 501(c) 501(c)(6).	(5), (	or se	ction		
					Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?			1		
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?			2	igsquare	
3	Did the organization agree to carry over lobbying and political campaign activity expenditures from the					
Part	Complete if the organization is exempt under section 501(c)(4), section 501(c) 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OF answered "Yes."				line 3	, is
1	Dues, assessments and similar amounts from members		_1_			
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts political expenses for which the section 527(f) tax was paid).	of				
а	Current year		2a			
b	Carryover from last year	•	2b			
С	Total		2c			
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .		3	<del> </del>		
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of excess does the organization agree to carryover to the reasonable estimate of nondeductible lobby	ıng				
_	and political expenditure next year?	•	4			
_5	Taxable amount of lobbying and political expenditures (see instructions)		5			
Par	Supplemental Information e the descriptions required for Part I-A, line 1, Part I-B, line 4; Part I-C, line 5, Part II-A (affiliated groups)	ın lıc	+\ Da	<del></del>	inos 1	200
	instructions); and Part II-B, line 1. Also, complete this part for any additional information.	פוו קב	ι,, ι α	it ii-A, i	11163 1	and
Part I-	A Line 1 Cash contribution to the Action Committee for Rural Electrification (ACRE) which support congre	essio	nal ca	ndıdate	s who	
	the contract of the contract o					
snare	public policy goals consistent with the mission of member owned electric cooperatives					
					<b></b>	

Schedule C (Forr	11 000 01 000	£	Page 4
Part IV	Supplemental Information (continued)		
•••••			
	,		
		<b></b> -	
••			
*****			
	•		
	TOTAL P. C. T.		
	***************************************		
	······································		

## SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

## **Supplemental Financial Statements**

▶ Complete if the organization answered "Yes" on Form 990. Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. ▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2019 Open to Public

Inspection Name of the organization Employer identification number LANE ELECTRIC COOPERATIVE INC 93-0209125 Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6. (a) Donor advised funds (b) Funds and other accounts Total number at end of year . . . . . . . . 2 Aggregate value of contributions to (during year) . 3 Aggregate value of grants from (during year) . . . 4 Aggregate value at end of year . . . . . . Did the organization inform all donors and donor advisors in writing that the assets held in donor advised 5 funds are the organization's property, subject to the organization's exclusive legal control? . ☐ Yes ☐ No . . . . 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Part II **Conservation Easements.** Complete if the organization answered "Yes" on Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of land for public use (for example, recreation or education) ☐ Protection of natural habitat ☐ Preservation of a certified historic structure Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. Held at the End of the Tax Year 2a 2b c Number of conservation easements on a certified historic structure included in (a) Number of conservation easements included in (c) acquired after 7/25/06, and not on a 2d Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the 3 tax year ▶ Number of states where property subject to conservation easement is located ▶ 4 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of ☐ Yes ☐ No Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year 6 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year 7 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8. If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: Revenue included on Form 990, Part VIII, line 1 Assets included in Form 990, Part X . . . .

Part	III Organizations Maintaining	Coll	ections of	Art, Hist	orical 1	reasures,	or Ot	her Similar As	sets (conti	inued)
3	Using the organization's acquisition, collection items (check all that apply):		ssion, and ot	her recor	ds, chec	k any of the	e follov	ving that make si	gnificant us	se of its
а	☐ Public exhibition					or exchang				
b	Scholarly research			е	Other					
С	☐ Preservation for future generations									
4	Provide a description of the organiza XIII.	tion's	collections a	and expla	in how t	hey further	the ore	ganization's exem	pt purpose	ın Part
5	During the year, did the organization									_
	assets to be sold to raise funds rather			uned as p	art of the	e organizati	on's co	ollection?	☐ Yes	∐ No
Part	Complete if the organization 990, Part X, line 21.	ans	wered "Yes							orm
1a	Is the organization an agent, trustee								_	
b	included on Form 990, Part X? If "Yes," explain the arrangement in P								∐ Yes	∐ No
D	ii les, explain the arrangement in F	ait Ai	ii and compi	ste tile io	nowing to	able.		Ar	nount	
С	Beginning balance						10		- Iount	
ď	Additions during the year						10			
e	Distributions during the year						16	<del>- 1</del>		
f	Ending balance						11	_		
2a	Did the organization include an amou	nt on	Form 990, P.	art X, line	21, for e	scrow or cu	ustodia	l account liability	? 🗌 Yes	☐ No
b	If "Yes," explain the arrangement in P	art XI	II. Check her	e if the ex	planatio	n has been	provid	ed on Part XIII .		
Par	t V Endowment Funds.									
	Complete if the organization								1	
		(a)	Current year	(b) Pro	or year	(c) Two year	s back	(d) Three years back	(e) Four yea	ars back
1a	Beginning of year balance					<del>-</del>			1	
b	Contributions	<u> </u>							-	
С	Net investment earnings, gains, and losses									
d	Grants or scholarships									
е	Other expenditures for facilities and programs									
f	Administrative expenses								ļ <u></u>	
g	End of year balance								ļ	
2	Provide the estimated percentage of				e (line 1g	j, column (a	)) held	as:		
a	Board designated or quasi-endowme			%						
b	Permanent endowment ►	%	1							
С	Term endowment ► %			000/						
0 -	The percentages on lines 2a, 2b, and		•		4 41_				_	
3a	Are there endowment funds not in thorganization by.	ie pos	session of tr	ne organii	zation th	at are neid	and ac	iministered for the	e Ye	s No
	(i) Unrelated organizations .								3a(i)	
							• •		3a(ii)	
b	If "Yes" on line 3a(ii), are the related of								3b	
4	Describe in Part XIII the intended use									
Par	t VI Land, Buildings, and Equip									
	Complete if the organization	n ans	wered "Yes	" on For	<u>m 990, l</u>	Part IV, line	e 11a.	See Form 990,	Part X, line	e 10.
	Description of property		(a) Cost or of (investm			or other basis other)		Accumulated epreciation	(d) Book va	alue
1a	Land								<u>-</u> -	
b	Buildings									
С	Leasehold improvements									
d	Equipment									
<u>e</u>	Other					90,292,073		29,618,329	60	,673,711
Total	Add lines 1a through 1e. (Column (d) i	must o	equal Form 9	90 Part	C columi	n (B) line 10	)c )	<b>•</b>	60	673 744

Pặrt VII	Complete if the organization answered "Yes" on Fo	orm 990, Part IV, lin	e 11b. See Form	990, Part X, line 12.
	(a) Description of security or category (including name of security)	(b) Book value	(c) Met	hod of valuation -of-year market value
(1) Financial	derivatives			<u> </u>
(2) Closely h	neld equity interests			
(3) Other			0007	
	TIMENT IN ASSOCIATED ORGANIZATIONS	4,086,456	COST	· · · · · · · · · · · · · · · · · · ·
				<u></u>
(C)				
			-	···-
(E)				***
(G) (H)	•••••			
	mn (b) must equal Form 990, Part X, col. (B) line 12.) . ▶	4.006.456	,	
Part VIII	Investments—Program Related.	4,086,456	<u> </u>	
T dit VIII	Complete if the organization answered "Yes" on Fo	orm 990 Part IV lin	e 11c. See Form	990 Part X line 13
	(a) Description of investment	(b) Book value	1	thod of valuation
	(a) Bossipilar of invasarion	(b) Sook value		-of-year market value
(1)				***************************************
(2)				
(3)				
(4)		<u> </u>	-	
(5)				<del>- 1</del>
(6)				<u> </u>
(7)				
(8)			1	,
(9)				
	mn (b) must equal Form 990, Part X, col. (B) line 13.) .			
Part IX	Other Assets.	•	•	
	Complete if the organization answered "Yes" on Fo	orm 990, Part IV, lin	e 11d. See Form	990, Part X, line 15.
	(a) Description			(b) Book value
(1)				
(2)				
(3)		<u>-</u>		
(4)				
(5)				
(6)				
(7)				
(8)	<u> </u>		<del></del>	
(9)				
	mn (b) must equal Form 990, Part X, col. (B) line 15)	· · · · · · ·	<u> ▶</u>	<u> </u>
Part X	Other Liabilities.	000 David IV Iv		- F 000 D1 V
	Complete if the organization answered "Yes" on Fo	orm 990, Part IV, IIr	ie 11e or 11f. Se	e Form 990, Part X,
	line 25.			
1.	(a) Description of liability			(b) Book value
(1) Federal II			·	
	ETIREMENT HEALTH			409,824
	RED COMPENSATION			414,198
	RTIZED GAINOF RUS BUYOUT			57,106
	DEFERRED CREDITS			499,316
(6)				
(7)	<del> </del>			1
(8)			<u> </u>	
(9)	imp (b) must equal Form 000. Part V ==1 (D) line 05 1		<u> </u>	
	mm (b) must equal Form 990, Part X, col (B) line 25)	note to the examplants	n'o financial states	1,380,444
	r uncertain tax positions. In Part XIII, provide the text of the foot is liability for uncertain tax positions under FASB ASC 740. Chei			
organization	3 hability for univertain tax positions under FA3D A30 740. Offer	or nere ii the text of th	c localote ligg peell	Provided in Fait Alli .

Part	Reconciliation of Revenue per Audited Financial Statements With Revenue per Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.	er Return.	4
1	Total revenue, gains, and other support per audited financial statements	. 11	27,228,748
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		27,220,740
a	Net unrealized gains (losses) on investments		
b	Donated services and use of facilities		
С	Recoveries of prior year grants		
d	Other (Describe in Part XIII )		
е	Add lines 2a through 2d	. 2e	
3	Subtract line 2e from line 1	3	27,228,748
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b . 4a		
b	Other (Describe in Part XIII.)		
С	Add lines <b>4a</b> and <b>4b</b>	. 4c	
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		27,228,748
Part		per Return	•
	Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.	- 1 4 1	
1	Total expenses and losses per audited financial statements	. 1	27,228,748
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	— <b>                                    </b>	
b	Prior year adjustments		
C		<b>─</b> ┤ <b>▮</b> ▮▮	
d	Other (Describe in Part XIII.)	. 2e	405
е 3	Subtract line 2e from line 1	3	425 27,229,173
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		21,229,113
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
b	Other (Describe in Part XIII.)		
c	Add lines <b>4a</b> and <b>4b</b>	. 4c	1,534,426
5	Total expenses. Add lines <b>3</b> and <b>4c.</b> (This must equal Form 990, Part I, line 18)	. 5	28,763,599
Part	XIII Supplemental Information.		20,100,000
Provid	de the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4, Part IV, lines 1b and	2b; Part V, lı	ne 4; Part X, line
	t XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional		
Part X	, Line 2 The Cooperative follows accounting standards generally accepted in the United States of Amer	ica related to t	he recognition of
uncert	tain tax positions. The Cooperative recognizes accrued interest and penalties associated with uncertain	tax positions	as part of the
ıncom	e tax provision, when applicable The Cooperative does not have any uncertain tax positions and there	were no amou	nts accrued
in the	financial statements related to uncertain tax positions in 2019 or 2018. The Cooperative files an exempt	organization t	ax return
in the	U.S. Federal jurisdiction and is no longer subject to examination by taxing authorities before 2013		
Part X	II, Line 2d Tax depreciation more than book \$425		
Dort V	II Line 4b - Americation of DUS Coin of \$14,277 and Detropose Allocated to Members \$1,520,140		
Part X	II, Line 4b · Amortization of RUS Gain of \$14,277 and Patronage Allocated to Members \$1,520,149		
			••••••

Schedule D (For	m 990) 2019	Page 5
Part XIII	Supplemental Information (continued)	
<u> </u>		
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#### **SCHEDULE I** (Form 990)

(11) (12)

# Grants and Other Assistance to Organizations, Governments, and Individuals in the United States

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

2019

OMB No 1545-0047

► Attach to Form 990. ► Go to www.irs.gov/Form990 for the latest information

Inspection Name of the organization Employer Identification number LANE ELECTRIC COOPERATIVE INC. 93-0209125 Part I General Information on Grants and Assistance Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and ☐ No the selection criteria used to award the grants or assistance? Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed 1 (a) Name and address of organization or government (f) Method of valuation (book, FMV, appraisal, other) (b) EIN (e) Amount of non-(g) Description of noncash assistance (c) IRC section (d) Amount of cash (h) Purpose of grant (if applicable) or assistance (5) (8) (10)

Enter total number of other organizations listed in the line 1 table For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

Cat No 50055P

Schedule I (Form 990) (2019)

Grants and Other Assistance			e organization answ	vered "Yes" on Form 990,	Part IV, line 22.
Part III can be duplicated if addition (a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncesh assistent
DUCATIONAL GRANTS	6	17,66			
			ļ		
					-
					····
					_
				,	
Supplemental Information. Pro	ovide the information re	equired in Part I, Ii	ne 2, Part III, colum	n (b), and any other addit	ional information
onal Grants are budgeted annually and away renrolling in the designated program Dist tive and may or may not be re-awarded at	tributions are made directly				
				•	

Schedule I (Form 990) (2019)

### SCHEDULE J (Form 990)

Department of the Treasury

LANE ELECTRIC COOPERATIVE INC

Internal Revenue Service

Name of the organization

**Compensation Information** 

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

► Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

► Attach to Form 990.

► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

**2019** 

Open to Public Inspection

Employer identification number

93-0209125

**Questions Regarding Compensation** Part I Yes No 1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel Housing allowance or residence for personal use ☐ Travel for companions Payments for business use of personal residence ☐ Tax indemnification and gross-up payments Health or social club dues or initiation fees ☐ Discretionary spending account Personal services (such as maid, chauffeur, chef) b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to . . . . . . . 1b Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 2 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☐ Compensation committee ☐ Written employment contract ☐ Independent compensation consultant ☐ Compensation survey or study Form 990 of other organizations Approval by the board or compensation committee During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization: Receive a severance payment or change-of-control payment? . 4a Participate in, or receive payment from, a supplemental nonqualified retirement plan? 4b c Participate in, or receive payment from, an equity-based compensation arrangement? 4c If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III. Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9. For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of: a The organization? 5a **b** Any related organization? . . . . . . 5b If "Yes" on line 5a or 5b, describe in Part III. For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of: a The organization? . . 6a **b** Any related organization? . 6b If "Yes" on line 6a or 6b, describe in Part III. For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed 7 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53 4958-4(a)(3)? If "Yes," describe in Part III 8 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? 9

Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed. Part II

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(I)—(III) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(B) Breakdown of W-2	200	(B) Breakdown of	W-2 and/or 1099-MIS	and/or 1099-MISC compensation	200000000000000000000000000000000000000	in deposit of the second of th	(a) (b) (c) (c) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d	
(A) Name and Title		(I) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	other deferred compensation	( <b>U</b> ) Nontaxable benefits	(E) Total of columns (B)(()—(D)	(r) Compensation in column (B) reported as deferred on prior Form 990
MATTHEW INICHE!	8							
1GENERAL MANAGER	€	179,815		207	2,2021	3,800	185,843	
DEBORA D WILSON	3	157 100		0.53	900.13	9 6.41	900 076	
SCENERAL MAINAGER	3	504,721		000,0	060	100	060,073	
HERB ANDERSON 3JOURNEYMAN LINEMAN	Ξ	187,704		985	35,181	17,995	241,865	
JEFF DAU	8							
4JOURNEYMAN LINEMAN	€	172,296		467	37,521	15,955	226,239	
BRYAN DICKIE	()	8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8						
5JOURNEYMAN LINEMAN	≘	169,841		1,877	35,135	24,317	231 170	
CURT EDWARDS	8							
6JOURNEYMAN LINEMAN	Ξ	166,230		242	13,447	24,156	204,075	
TRAVIS LARSEN	8							
7JOURNEYMAN LINEMAN	(ii)	164,756		346	34,613	24,297	224,012	
	€							
8	€							
,	(1)							
6	<u>(E</u>							
	(1)							
10	€							
	(1)							
11	<b>(ii)</b>							
	(1)							
12	▣							
	<b>=</b>							
13	Ξ							
	8							
14	Ξ							
	(2)	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			# # # # # # # # # # # # # # # # # # #
15	€							
	≘							
16	Ξ							
							Schr	Schedule J (Form 990) 2019

Part III Supplemental Information Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part and additional information
art 1, Line 3. Compensation for the Cooperative's General Manager is set annually by the Board of Directors. This is discretionary based on performance to the extent it falls within the
stablished range. This range is developed and reviewed every year based on averages and compiled from both industry surveys and information obtained from comparable
tilities
art 1, Line 4a MATTHEW MICHEL, SEVERANCE, \$151,573
•
Schedule J (Form 990) 2019

### **SCHEDULE O** (Form 990 or 990-EZ)

## Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

► Attach to Form 990 or 990-EZ.

Department of the Treasury Internal Revenue Service ▶ Go to www.irs.gov/Form990 for the latest information. Name of the organization

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

OMB No 1545-0047

2019

Open to Public Inspection

Employer identification number

LANE ELECTRIC COOPERATIVE INC	93-0209125
Form 990, Part VI, Section A, Line 6 and Line 7a	
As a cooperative, Lane Electric is owned by our member/owners who exercise their control by electing a t	otal of seven board members by
residential district. The seven board members are elected from four board districts to each serve a three-y	rear term
Form 990, Part VI, Section A, Line 7b	
Pursuant to Lane Electric's governing documents certain major decisions, such as sale of the entity, required.	ire member approval
Form 990, Part VI, Section A, Line 9 Matthew J Michel can be reached at 34498 Deerwood Dr Eugene OR 9	97405
Form 990, Part VI, Section B, Line 11b	
The Form 990, including its supplemental schedules, is reviewed annually during the board meeting in Ap	ril
Form 990, Part VI, Section B, Line 12c	
Any potential conflicts of interest including its nature and effects that may exist, shall be declared in adva	nce by the individual in order
to save him or herself any official action involving the conflict. Monitoring and identifying such situations	is the responsibility of the
individual, the President of the Board, and the Board as a whole. Monitoring and enforcement of complian	ce with policies as they relate
to employees is the responsibility of the Cooperative's General Manager Annually the Cooperative provides	des questionnaires to its
Board of Directors, officers, key, and highly compensated employees. This provides a means to disclose a	and obtain detailed
information regarding the individual relationships reportable personnel may have with the Cooperative's a	affiliates giving rise to a potential
conflict of interest	
Form 990, Part VI, Section B, Line 15a and 15b	
Compensation for the Cooperative's General Manager is set annually by the Board of Directors. This is dis	scretionary based on performance
to the extent it falls within the established range. This range is developed and reviewed every year based.	on averages and
compiled from both industry surveys and information obtained from comparable utilities. Each such review	w is consistent in its inclusion
of the relevant data. Compensation for managers and key employees is conducted in the same fashion, he	owever, the decision is made

Cat No 51056K

Schedule O (Form 990 or 990-EZ) (2019)

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