

January 2024

THE WHEAT BELT CONNECTION

Strategic Initiative

Wheat Belt Identifies Company Values



LACEY GULBRANSON
General Manager/CEO

You may recall one of our strategic focus areas is Culture and will continue to be through at least the beginning of 2025 when the Board of Directors reviews and sets the new Strategic Plan. One focus area was to define company values. In a 2021 Forbes article Brent Gleeson, contributor, defines company values as “the guiding light that bonds a team with a shared sense of purpose for achieving common goals. But defining values is one thing.” We worked with a leadership consultant to help us craft company values. Additionally, all employees were involved in defining what these values mean to the company collectively.

Respect Individuals - our management and employees define this value as: 1) The Golden Rule - treat others as you want to be treated, 2) Do what you say you are going to do, 3) Think of others instead of yourself, 4) Foster discussion and healthy conflict, not arguments, 5) Talk to people, not about people, and 6) Give values to others’ opinions and listen.

Produce Quality Work - we describe this value as: 1) Do it right, do it once, 2) Take time to do it right, 3) Ask for help, 4) Take pride in what you do, 5) BE SAFE, and 6) Take ownership.

Continued on 12-C



LUCKY DRAWING



Congratulations to Pat and Connie Peterson, our November “Lucky Draw Winner”!

Pat and Connie have one son, Jerad and daughter-in-law Shelli. They have also been blessed with two grandchildren, Karma and Ralen.

Together they run a farm and ranch operation in the Oshkosh area and have been Wheat Belt customers for almost 40 years.

In their spare time the Peterson’s enjoy being outdoors, spending time with family and friends, and attending the grandkids’ activities.

Pat and Connie received a \$50 credit on their account for their prompt payment. If you would like to be included in our next drawing, and avoid a \$5 delinquent fee, please send your payment before the 16th of the month.

For your convenience, we offer several payment options. Please give us a call at 308-254-5871, or visit wheatbelt.com, and select the Customer Engagement page for more information.



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P.O. BOX 177, 11306 RD 32, SIDNEY, NE 69162

P 308.254.5871 | T 800.261.7114 | wheatbelt@wheatbelt.com | www.wheatbelt.com

THE POWER

BEHIND

YOUR POWER



Linemen must be committed to their career, because it's not just a job.....it's a lifestyle. The long hours and ever-present danger can truly take a toll. In fact, being a lineman is listed in the top 10 most dangerous jobs in the U.S.

Linemen install and maintain power lines and related equipment, ensuring that they function

efficiently and safely. This includes climbing utility poles, using large bucket and digger trucks, working with transformers, and handling various electrical components. During power outages or emergencies, linemen respond quickly to identify and repair faults in the power grid. This may involve working in challenging conditions, such as adverse weather or hazardous environments. They play a crucial role in emergency response situations, such as natural disasters or severe weather events. They work to restore power as quickly as possible to affected areas.

Safety is a paramount concern for linemen. They adhere to strict safety protocols and guidelines to prevent accidents and ensure the well-being of themselves and their colleagues. Here at Wheat Belt, our employees participate in monthly safety meetings and training.

Becoming a power lineman typically requires specialized training and certification. While the job typically requires a



college degree in utility line, it also requires technical skills, years of training and hands-on learning. Did you know that to become a journeyman linemen can take more than 7,000 hours of training (or about four years)? That's because working with high-voltage equipment requires specialized skills, experience, and ongoing mental toughness. Shortcuts are not an option, and there is no room for error in this line of work.

Wheat Belt PPD has 12 linemen that are responsible for keeping the power on 24/7, 365 days a year. To do this, they maintain just over 2,200 miles of power lines across seven counties and 3,600 square miles. In addition to the highly visible tasks that linemen perform, their job today goes far beyond climbing utility poles to repair wire. Today's linemen are infor-



Continued on 12-C



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The Power Behind Your Power cont'd from 12-B

mation experts who can pinpoint outages using technologies such as laptops, mapping software and advanced metering systems.

Having our Wheat Belt linemen is an absolute essential to the life of our communities. Without the exceptional dedication and commitment of these hardworking individuals, we simply would not have the reliable electricity that we need for our everyday life.

If you see one of our Wheat Belt linemen out and about, please take a minute to say thank you for the work they do to keep your power on. After all..... linemen are the Power Behind Your Power!



THE STEPS TO RESTORING POWER



HIGH-VOLTAGE TRANSMISSION LINES

These lines carry large amounts of electricity. They rarely fail but must be repaired first.



DISTRIBUTION SUBSTATIONS

Crews then inspect substations, which can serve hundreds or thousands of people.



MAIN DISTRIBUTION LINES

Next, the crews move on to the main lines that serve essential facilities and larger communities.



INDIVIDUAL HOMES AND BUSINESSES

After main line repairs are complete, we repair the feeders that serve individual homes and businesses.

When a major outage occurs, our crews restore service to the greatest number of people in the shortest time possible - until everyone has power.



OUR MISSION: Deliver electricity safely, reliably and efficiently.

Strategic Initiative cont'd from 12-A



Value Integrity - collectively we detail this value as: 1) Do what's right for customers, Wheat Belt and your crew, 2) Do what's right, not what's easy, 3) Do what you say you are going to do, 4) Own it, in success or failure, and take corrective action, 5) Be honest and

upfront, don't lie, 6) Don't gossip/spread rumors, and 7) Follow through with you work.

Prior to 2022, Wheat Belt did not have defined company values. Now that we have company values we have incorporated them into employee performance development and annual reviews. Additionally, we continue to use our values as a guiding light for decision making and customer interactions. "Your values and mission are what ultimately drive your team's performance. When your core values are truly ingrained in your way of doing business, every decision will be made with those values in mind. This helps align every decision with your brand and what it hopes to accomplish. It creates accountability to yourself and others" states Steve Grau the CEO of Royal Ambulance.

Wheat Belt Public Power District is committed to delivering electricity safely, reliably and efficiently by focusing on respecting individuals, producing quality work and valuing integrity for the great good of our customers and employees.

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Reminder

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effect this month!
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ENERGY EFFICIENCY

TIP OF THE MONTH

During winter months, ensure your home is well sealed to reduce the need for excessive heating. Seal air leaks around your home and add insulation where needed to save up to 10% on annual energy bills.

Install weather stripping on exterior doors and apply caulk around windows. Check attic insulation levels and hire a qualified contractor if additional insulation is required.

Source: energystar.gov

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wheatbelt@wheatbelt.com

Our Mission

Deliver electricity safely, reliably and
efficiently.