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OVER \$4 MILLION IN CAPITAL CREDITS TO BE MAILED IN FEBRUARY

At its December board meeting, the Board determined that over \$4 million should be returned to consumers in 2009. The exact amount will depend on the financial results for the year. The refund will be 50% of the total margin, less \$250,000 for deceased estates, rounded down to the nearest \$100,000. The checks are always mailed during the last week of February. Over the last 15 years, the refund has averaged about \$5 million. Last year, the refund was \$6 million based on the financial performance of the Association.

It is remarkable that, in spite of the current economy, the Association continues to be financially sound. This provides not only stable electric rates for consumers, but job stability for its employees.

Consumers leaving IREA's service territory are reminded to give us your forwarding address so that you can continue to receive your Capital Credit rebate checks in the future.

Convenience Pay Now Available

Convenience Pay offers one-stop-shopping! Simply take your IREA bill stub to a participating agent location for easy bill payment. Agent locations are as follows: Castle Rock Printing, Byers General Store, City Market in Woodland Park, or King Soopers in Bennett, Castle Rock, Conifer, Aurora on Parker Rd, & in Parker on Parker Rd. While funds may be deducted from your bank account immediately, they can take 2-5 business days to post to your IREA records. The fee to process a Convenience Pay transaction is \$1.50.

Please note if your electric service is disconnected or you have been notified that your service will be disconnected, you will not be able to pay through these agents.

THE “AMERICAN DRE

Intermountain Rural Electric is known for being a wonderful place to work—where individuals who make the effort are rewarded with not just a job, but a career. IREA is also a place where a number of foreign born employees have come to fulfill the “American Dream.” We have employees from Mexico, Ethiopia, Poland and Greece. These are the stories of their accomplishments.

Brothers José & Efrain Hernández (top right), and José’s brother in law, Ramon Cisneros, were all teenagers when they came to the United States from Chihuahua, Mexico. They yearned for a better life and a job that would allow them to be able to provide for their families back home in Mexico. José’s first job was at a potato warehouse and Efrain labored in the onion fields near Fort Lupton. They struggled to learn the language and began the path to citizenship, which they have all achieved.

Efrain made contacts at IREA while working on the construction crew



that built the Association’s head-quarters addition in 1988. He came to work at IREA as a custodian in



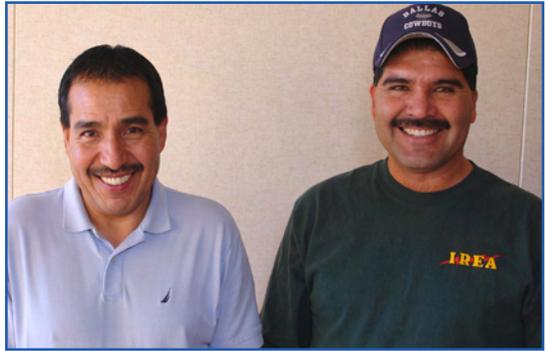
1990 and, after returning to Mexico and getting married, was rehired and has since been promoted to Warehouseman. José, who also started as a custodian, is now our Plant Maintenance Technician (his son Pepe´ is an Apprentice Lineman at IREA and daughter Cindy just started as a Utility Clerk).

Ramon Cisneros (lower left) also had dreamed of moving to the U.S. since he was a little child. He came here with his sister, Rita, and her husband, José. His first job here was at a cattle ranch in Yampa, Colorado, where few people spoke Spanish. He struggled to be understood. Fifteen years later, he started as a Custodian at IREA’s Sedalia headquarters. He earned his citizenship in 2001, and has since transferred to the Strasburg District office and was promoted to Meter Reader.

Clemente Calderon and Manuel Garcia (top right on page 3), also born in Mexico, are more recent additions to IREA. They, too, are starting as Custodians; Clemente in 1999, and Manuel in 2004. Clemente, who was born in

AM" IS ALIVE AT IREA

Durango, Mexico, came to this country and started work at a dairy farm in New Mexico. He and his wife, Blanca, have four children. Manuel, who already had family members in Colorado, worked for ten years as a concrete finisher before he learned from José of an opening at IREA. Manuel and his wife, Maria, have two children.



Wondalem Wolde and Hewan Bekele came to America from Ethio-

Wondalem thought for a moment and then said, "Everything!"



Tom Parol (bottom right) was born near Warsaw, Poland and immigrated in 1991, at age 19, shortly after his parents moved here. His grandmother was born in the United States, and told them of her wonderful life here. Tom's family yearned for that better life too. After coming from Poland, where it was very congested, Tom was amazed to see how much bigger everything was here, from streets to houses.

pia with their two children in 1996. Wondalem started work at IREA in 1999 as a Meter Reader. Since being promoted to Mechanic, he helps keep the Association's fleet of service trucks rolling. He earned his citizenship in 2004. Hewan, who just gave birth to a beautiful little girl named Abigail Shiferaw (see photo above), is now on maternity leave. She started work as a PBX Operator in 2005, and for the past two years she has served as a Cashier at the front desk of IREA's Sedalia headquarters. When asked what he liked most about America,

He started work at a steel factory in Indiana. His parents were friends of our General Manager, Stan Lewandowski, and Tom jumped at the chance when he heard of a job opening here.



(continued on page 4)

Tom started as a Custodian in 1995, and a year later started the Apprentice Lineman program. In 2000 he graduated to Lineman I, and earlier this year he was promoted to Working Foreman.



Waldemar Trembicki (below), who also came to this country from Poland, started work at IREA in December as a Staff Engineer. He was born in Elblag in 1975, and

just arrived in the USA in September after waiting ten years to get a visa. He and his wife, Blandyna, have a 4 year old son, Milan. He came to this country to join his family and because he loves the mountains (he enjoys climbing and skiing). His greatest challenge has been learning the language and getting a driver's license.

IREA's Manager of Purchasing & Facilities Administration is Costas Lagos (right), a native of Athens, Greece. Costas was just fourteen years old when he made the long ocean voyage to this country. He had to decide whether to immi-



grate to Australia or the United States, and we're glad he chose the USA! He was still in high school when he arrived here in 1967, and he worked part-time as a busboy and a fry cook. Of course his biggest challenge was learning the language, but also to get accustomed to a more advanced society. After completing high school in Colorado, he attended college in Colorado and Arizona and returned seven years later looking for a job.

Costas was hired in 1978 as a Supervisor of Right-of-Way. After his first two years, he briefly returned to Greece with his wife, Nancy, before returning to IREA in 1982. Since that time he has been promoted to Director of Purchasing & System, and in 1990 achieved his current managerial position.

IREA is proud of the achievements of our foreign born employees and, of course, our American born employees. They are all actively involved in the Association's goal of providing the best possible electric service at the lowest possible cost!