



MESSAGE FROM THE COOPERATIVE

Powering careers with purpose

Electric co-ops provide supportive workplaces and a wide range of career paths, driven by a mission to serve the community.

Electric cooperatives are not merely power providers; they are integral parts of the communities they serve. Beyond their primary function of distributing electricity, they offer a range of rewarding career opportunities within a family-oriented environment. This unique blend of stability, purpose, and community engagement makes them an appealing career choice for many.

When you think about cooperative employees within your community, your first thought might be about lineworkers. While lineworkers are often the face of our industry – working diligently to restore power during outages in the worst of storms and inclement weather – they are not alone.

When you flip a switch at home, know that there is a team of capable, talented energy professionals working behind the scenes to make sure that the lights come on. Electric cooperatives require accountants, warehousemen, member service representatives, engineers, communicators, and more to get the job done. Your cooperative employs people with diverse educational and work experience, providing opportunities for high school graduates, as well as those with associate or bachelor's degrees and beyond.

At HWEC, we are thrilled to introduce some of our newest team members who are playing critical roles in ensuring our cooperative runs smoothly and efficiently. Each of these individuals brings a unique set of skills and expertise that contributes to the success and reliability of our services. Let's get to know them and the important roles they fulfill within our organization:



Cody Woods, staff accountant: Plays a crucial role in maintaining the financial integrity and efficiency of HWEC, including accounting for construction and retirement work orders, managing material purchases and inventory adjustments, plant activity accounting, and preparing audit work papers. Cody completed a bachelor's degree in accounting.



Justin Miller, warehouse purchasing agent: Plays a critical role in managing inventory and ensuring that all necessary materials and equipment are available when needed, especially during emergencies. Responsible for maintaining a well-organized shop and auto fleet.



Jody Proper, member service representative: The friendly voice on the phone ready to answer your call. Available to take payments, input meter readings, report outages to the operations department, process new member applications, and initiate maintenance service orders.



May

Colton May and Nathan Shaw, system engineers: Design, plan, and oversee the construction and maintenance of electrical systems, ensuring that power is delivered safely and reliably to every home and business. Colton completed a



Shaw

bachelor's degree in mechanical engineering. Nathan completed a bachelor's degree in electrical engineering.



Michael Mareno, communication specialist: Keeps the community informed, sharing important updates and energy-saving tips, and fostering a strong connection between the cooperative and the community. Michael completed a bachelor's degree in marketing and sports management and a master's degree in business administration.



Lucas Green, GIS mapping & IT technician: Responsible for development and maintenance of the co-op's geographical information system and outage management software. Supports technology, handling hardware/software, cybersecurity, network issues, and user support. Lucas completed a bachelor's degree in geographic information systems.

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Besides a job that pays well and offers great benefits, the most significant advantage of working at an electric cooperative, noted by these staff members, is the ability to have a fulfilling career right in their own community. Unlike jobs that require relocation to larger cities, co-op positions allow employees to stay close to their roots, giving them a stronger sense of purpose and satisfaction, knowing that their work directly benefits friends, families, and neighbors.

As spring graduation approaches, many people are considering their next steps into the professional world. For those seeking a path that promises both personal growth and community impact, Ohio's 24 electric cooperatives offer a unique and rewarding opportunity. I encourage you to explore a co-op career.

The Ohio Floor Company: Carrying Holmes County pride to the national stage

From the outside, Holmes County may seem unassuming: rolling hills, close-knit communities, and generations of families rooted in faith, hard work, and strong values. But inside a facility in Holmesville, craftsmanship from this community is reaching a national stage, seen under the brightest lights of college basketball and the NBA.

The Ohio Floor Company's story began in the 1960s, with a small family business focused on residential floor refinishing. One home at a time, the company built a reputation on quality workmanship and pride in doing things right. In the early 1980s, the business transitioned within the family, and its vision began to expand into schools and gymnasiums, paving the way for large-scale athletic flooring.

That steady growth eventually led to milestones that few small-town companies ever experience. Ohio Floor completed its first NBA court for the Oklahoma City Thunder, expanded into commercial flooring, and most recently worked on practice courts for professional teams, including the Cleveland Cavaliers, the hometown team that means so much to northeast Ohio. Alongside these national projects, the company has never lost sight of home, completing courts for local schools like West Holmes, Garaway, Chippewa, and Strasburg.

"There's something really special about knowing the same care goes into a local high school gym as it does an NBA court," says Sarah Zimmerly, marketing manager for Ohio Floor and a Holmes Wayne Electric member. "Whether it's Friday night basketball or a nationally televised game, the goal is always the same: to create something we can be proud of."





At the heart of Ohio Floor is a strong Christian foundation that shapes every aspect of its work. Faith guides how projects are handled, how customers are treated, and how employees are valued. The company believes in doing things right the first time and taking responsibility when something is not perfect. That mindset has led to careful process reviews, double- and triple-checks, and a culture of accountability that does not cut corners.

High-profile courts bring a unique level of pressure. Every line, every finish, and every detail must be flawless under intense lighting and high-definition cameras. The work is still completed by hand, with teams inspecting and re-inspecting each surface. Time-lapse cameras are used at the Holmesville facility to monitor progress, but it is the craftsmanship and pride of the crew that truly set the standard.

“These floors represent us, our company, and our community,” Zimmerly says. “When you see one of our courts on TV, you’re seeing the work ethic and values of Holmes County on display.”

That sense of pride runs deep, mirroring the strong sense of community pride found throughout Holmes County and the surrounding area. It is the same pride seen at local ball games, community events, churches, and family gatherings, a shared belief that where you come from matters and that hard work reflects not just on the individual, but on the entire community. When Ohio Floor’s work appears on a national stage, it carries the values, faith, and craftsmanship of this area with it.

As March Madness tips off each spring, millions of eyes are focused on buzzer beaters, Cinderella stories, and championship dreams. Fans watching games in cities across the country may never realize the courts beneath the players’ feet were finished in a small Ohio community, but the people behind the work know. It is a reminder that excellence does not depend on size or location, but on dedication, integrity, and purpose.



HOLMES-WAYNE ELECTRIC COOPERATIVE LOCAL PAGES

Holmes-Wayne staffers graduate leadership skills program

Holmes-Wayne Electric Cooperative employees Sean Stewart and Tim Vickers have graduated from a statewide program aiming to hone the skills of the next generation of electric cooperative leaders.

The one-year Cooperative Leadership Edge program was hosted by HWEC's trade association, Ohio's Electric Cooperatives, and required six courses, two assessments, and a capstone project. Coursework focused on coaching employees, managing conflict, adapting communication approaches, carrying out difficult conversations, and delivering results.

Holmes-Wayne Electric Cooperative invests in training and development with the goal of serving consumer-members with top talent and skills, says John Porter, President/CEO.

"We're not just an electricity provider — we're here to make this area an even better place to live, work and serve," he says. "That means investing in our employees and making sure we're providing the best possible community services. We're really proud of Sean and Tim for this accomplishment, and we're pleased to have them on our staff."

Left to right: Mike Martin, line supervisor; Sean Stuart, class A lineman; Tim Vickers, contractor coordinator/staking tech; and John Porter, president/CEO.



**Holmes-Wayne
Electric Cooperative, Inc.**

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