

WHY JOIN THE CITIZENS TEAM?

We are built and led by the members we serve. Electricity is critical to the health and prosperity of our community, and Citizens Electric is determined to deliver it as efficiently as possible. The team is committed to providing affordable and reliable service despite the ever-changing needs of our community. Our employees take great pride in the infrastructure we provide as well as the overall betterment of our communities.

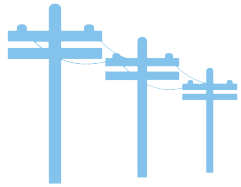
SAFETY IS PRIORITY

- Linemen participate in 75+ hours of safety and prevention training
- Full-time director of safety
- Safety/wellness committee
- RESAP Accreditation Safety Program
- Safety audit program

LARGEST MISSOURI CO-OP BY KILOWATT HOURS



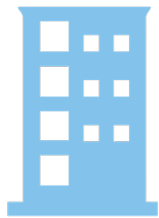
27,667
Members



2,505
Miles of distribution



30+
Experienced linemen



New facilities



2,811
Overhead and
underground lines



270
Miles of
transmission

COMPETITIVE SALARY & BENEFITS

- Medical insurance and Health Savings Account (HSA) contributions
- NRECA Retirement Security Plan (Traditional defined benefit pension plan)
- Training and development including tuition reimbursement
- Paid time off
- Disability and Life Insurance
- Flexible and safe work environment
- 401k retirement plan (Defined contribution pension plan)
- Health and Wellness Programs and Incentives
- Family atmosphere

ORGANIZATIONAL FUNCTIONS



ACCOUNTING



ENGINEERING



**MARKETING &
COMMUNICATIONS**



**FORESTRY
MANAGEMENT**



**INFORMATION
TECHNOLOGY**



**HUMAN
RESOURCES**



**GIS
TECHNOLOGY**



**MEMBER
SERVICES**



**ENVIRONMENTAL,
HEALTH & SAFETY**



WAREHOUSE



SURVEYING



METERING



**BUILDING
& GROUNDS**



**LINEMEN: APPRENTICE,
JOURNEYMEN
& TECHNICIANS**



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