

## Regional Cooperative Executive Compensation Benchmarking

\* Data is presented for contextual comparison only and does not imply equivalency across organizations of differing size, complexity, or regulatory environment.

Utility / Cooperative	State	Base Salary	Total Compensation
OPALCO	WA	\$366,271	\$791,700
Holy Cross	CO	\$532,640	\$776,076
Idaho Power Company*	ID	\$1,000,000	\$5,569,649
Bandera Electric Cooperative	TX	\$387,456	\$965,536
Graham County Electric Cooperative	AZ	\$194,771	\$254,856
Rusk County Electric Cooperative	TX	\$256,912	\$382,322
J-A-C Electric Cooperative	TX	\$161,611	\$251,908
Anza Electric Cooperative	CA	\$400,600	\$631,397
Wood County Electric Cooperative	TX	\$242,374	\$453,874
Flathead Electric Cooperative	MT	\$379,775	\$653,843
Guadalupe Valley Electric Cooperative	TX	\$700,940	\$1,028,565
Taylor Electric Cooperative	TX	\$280,792	\$453,073
Rita Blanca Electric Cooperative	TX	\$200,464	\$335,646
Lamb County Electric Cooperative	TX	\$152,443	\$187,402
Lane Electric Cooperative	OR	285,829	\$407,165
Chelan PUD*	WA		\$608,850*
Nueces Electric Cooperative	TX	\$333,556	\$484,446
Sam Houston Electric Cooperative	TX	\$449,471	\$579,771
Inland Power & Light	WA	\$395,135	\$645,908
Navarro County Electric Cooperative	TX	\$192,425	\$253,060
Hamilton County Electric Cooperative	TX	\$216,980	\$365,143
Bowie-Cass Electric Cooperative	TX	\$224,475	\$291,709
Pedernales Electric Cooperative	TX	\$689,334	\$808,211
Farmers Electric Cooperative	TX	\$644,156	\$949,164

Tri-County Electric Cooperative	TX	\$493,771	\$554,542
Salem Electric	OR	\$329,977	\$413,126
Cherokee County Electric Cooperative	TX	\$193,092	\$309,815
Columbia Electric Cooperative	WA	\$319,273	\$477,428
Tanner Electric Cooperative	WA	\$262,047	\$487,802
Arizona Electric Power Cooperative Inc.	AZ	\$629,906	\$871,247
Duncan Valley Electric Cooperative	AZ	\$124,320	\$208,842
Garkane Energy Cooperative	UT	\$288,234	\$288,234
Okanogan PUD*	WA	\$262,500	\$332,555
Fort Belknap Electric Cooperative	TX	\$149,532	\$230,957
Lea County Electric Cooperative	NM	\$400,643	\$575,459
Deaf Smith Electric Cooperative	TX	\$211,333	\$300,852
Kaua'i Island Utility Cooperative	HI	\$636,255	\$919,455
Magic Valley Electric Cooperative	TX	\$273,005	\$452,592
Karnes Electric Cooperative	TX	\$175,951	\$264,588
Heart of Texas Electric Cooperative	TX	\$205,327	\$275,497
Coos-Curry Electric Cooperative	OR	\$305,805	\$392,317
Jasper-Newton Electric Cooperative	TX	\$283,796	\$449,626
Consumers Electric Cooperative	MI	\$353,377	\$713,245
East Texas Electric Cooperative	TX	\$619,700	\$913,804
San Bernard Electric Cooperative	TX	\$232,682	\$416,711
Clark PUD*	WA		\$527,625*
Lyntegar Electric Cooperative	TX	\$278,679	\$368,972
Surprise Valley Electric Corporation	CA	\$224,353	\$314,473
Douglas Electric Cooperative	OR	\$252,833	\$362,132
Kootenai Electric Cooperative	ID	\$333,734	\$605,008
Lamar Electric Cooperative	TX	\$200,114	\$260,033

Midstate Electric Cooperative	OR	\$328,687	\$548,085
Big Bend Electric Cooperative	WA	\$333,963	\$469,099
Central Electric Cooperative	OR	\$334,695	\$767,124
Wharton County Electric Cooperative	TX	\$216,502	\$374,586
South Texas Electric Cooperative	TX	\$731,890	\$1,078,462
San Patricio Electric Cooperative	TX	\$227,092	\$307,462
Trinity Valley Electric Cooperative	TX	\$328,127	\$525,881
Medina Electric Cooperative	TX	\$222,628	\$329,065
Central Texas Electric Cooperative	TX	\$224,922	\$330,007
Rio Grande Electric Cooperative	TX	\$257,950	\$378,653
Parkland Light & Water	WA	\$246,166	\$422,821
Bailey County Electric Cooperative	TX	\$163,340	\$246,823
Sulphur Springs Valley Electric Cooperative	AZ	\$458,408	\$682,293
Greenbelt Electric Cooperative	TX	\$172,500	\$343,320
Seattle City Light*	WA		\$690,730*
HILCO Electric Cooperative	TX	\$213,546	\$378,865
Golden Spread	TX	\$887,336	\$1,358,943
Snohomish PUD*	WA		\$900,000*
Plumas-Sierra Rural Electric Cooperative	CA	\$413,542	\$676,971
Portland General Electric*	OR	\$1,157,916	\$7,300,233
Navopache Electric Cooperative	AZ	\$573,094	\$762,216
Concho Valley Electric Cooperative	TX	\$348,659	\$501,424
Avista Utilities*	WA	\$906,000	\$4,977,194
Trico Electric Cooperative	AZ	\$417,954	\$527,672
Blachly-Lane Electric Cooperative	OR	\$202,173	\$305,413
Southwest Texas Electric Cooperative	TX	\$214,698	\$265,921
Benton REA	WA	\$299,321	\$389,941
Bartlett Electric Cooperative	TX	\$265,374	\$453,836

Southwest Rural Electric Cooperative	TX	\$243,772	\$365,387
Panola-Harrison Electric Cooperative	TX	\$181,983	\$261,998
Big Country Electric Cooperative	TX	\$283,025	\$472,622
Deep East Texas Electric Cooperative	TX	\$323,916	\$439,597
Lighthouse Electric Cooperative	TX	\$180,187	\$251,850
Swisher Electric Cooperative	TX	\$165,932	\$362,943
Brazos Electric Cooperative	TX	\$717,636	\$837,791
Tacoma Power*	WA		\$614,515*
Columbia Power Cooperative	WA	\$319,273	\$477,428
EWEB*	OR		\$450,000*
Mohave Electric Cooperative	AZ	\$1,034,643	\$1,206,733
Bluebonnet Electric Cooperative	TX	\$667,023	\$1,289,663
Wise Electric Cooperative	TX	\$209,695	\$383,957
Grayson-Collin Electric Cooperative	TX	\$497,734	\$658,061
Jackson Electric Cooperative	TX	\$220,416	\$364,131
South Plains Electric Cooperative	TX	\$359,942	\$557,291
Puget Sound Energy*	WA	\$1,105,714	\$6,399,210
Oregon Trail Electric Cooperative	WY	\$333,638	\$569,905

**\*Disclaimer:** PUDs (Public Utility Districts) and IOUs (Investor Owned Utilities) are 'AI Estimates' and total compensation derived from publicly available data for contextual comparison only.

**Legend:** Compensation figures reflect IRS Form 990 reported amounts or equivalent public disclosures. Total compensation includes base salary, incentive pay, retirement/deferred compensation, and non-taxable benefits.

**Governance & Methodology:** Compensation comparisons are provided to support board-level fiduciary review and reasonableness determinations consistent with IRS Form 990 governance standards. Data is presented for contextual comparison only and does not imply equivalency across organizations of differing size, complexity, or regulatory environment.