



December 16, 2010

Mr. Glenn English
CEO
NRECA
4301 Wilson Boulevard
Arlington, VA 22203

Dear Glenn:

Over the past 5-years I have had the pleasure of encountering NRECA's Executive Search team on three occasions. In 2006, Gary Hobson led the search which resulted in me being hired at McDonough Power Cooperative in Macomb, Illinois. In 2008 I was on the Executive Search Committee at Prairie Power Inc. where we retained Ken Holmes to lead the search for our next CEO. Most recently, Ken conducted the search for Pioneer Electric Cooperative in Ulysses, Kansas where I will begin a new adventure as their CEO January 4, 2011. As I've had the unique opportunity of sitting on both sides of the table as it relates to an Executive Search, I want you to know that in both positions I was very impressed and thankful for the methodology and professionalism provided in each instance. It is vital when making a life changing decision about your career or hiring someone who could impact your performance that you gain some measure of confidence regarding the integrity of the process and the reliability of information provided. In my opinion, NRECA did an excellent job of facilitating this and in so doing gave me a comfort level with making decisions I may not have otherwise made. Additionally, the follow-up and support after decisions were made was thoughtful and much appreciated.

Thank you for all the support and services you provide which assist us in protecting our members' interests. More specifically, I want to thank you for the NRECA Executive Search team as I am a proud recipient of their hard work and dedication.

Sincerely,

Stephen J. Epperson
President & CEO