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Does this COMPENSATION Look OK To You?

BPA has 135 (approx) total customers, about 55 of them are Cooperatives like OPALCO: Here is a total compensation comparison to some that are larger and smaller than OPALCO. How does this make sense? I'll wager that anyone of these other GM's would gladly consider moving and being paid like OPALCO pays.

OPALCO BOARD: Please do something about this. Do your JOB!

<u>Cooperative Name</u>	<u>Approximate Customers Served (2024/recent)</u>	<u>GM/CEO (or equivalent)</u>	<u>Total Compensation IRS form 990</u>
Flathead Electric Cooperative (MT)	~76,000	Mark Johnson	~\$384,000
Inland Power and Light Company (WA/ID)	~45,500	(Exec team; specific GM varies in filings)	~\$250,000–\$350,000 (estimated range)
Kootenai Electric Cooperative (ID)	~33,100	Douglas Elliott	~\$322,000 reportable / up to \$548,000 total
Central Electric Cooperative (OR, Redmond)	~36,000	Brad Wilson	~\$361,000 / up to \$488,000 total
Oregon Trail Electric Consumers Coop (OR)	~31,000–32,000	Les Penning	~\$363,000
Lane Electric Cooperative (OR)	~33,000–35,000	Debora Wilson	~\$272,000
Coos-Curry Electric Cooperative (OR)	~19,000–20,000	Brent Bischoff	~\$308,000
Orcas Power & Light Cooperative (WA)	~15,900	Foster Hildreth	~\$792,000
Clearwater Power Company (ID)	~10,600	K. David Hagen	~\$414,000
Blachly-Lane Electric Cooperative (OR)	~4,800	Jeffrey Smith	~\$258,000
Harney Electric Cooperative (OR)	~2,500	Fred Flippence	~\$224,000
Hood River Electric Cooperative (OR)	~4,000	Erik Orton	~\$215,000
Nespelem Valley Electric Cooperative (WA)	~1,500	Tami McIrvine	~\$198,000
Okanogan County Electric Cooperative (WA)	~4,200	David Gottula	~\$242,000
West Oregon Electric Cooperative (OR)	~4,700	Daniel Bledsoe	~\$231,000
Salmon River Electric Cooperative (ID)	~3,200	Ken Dizes	~\$265,000
Lost River Electric Cooperative (ID)	~3,500	Brad Hubbard	~\$238,000