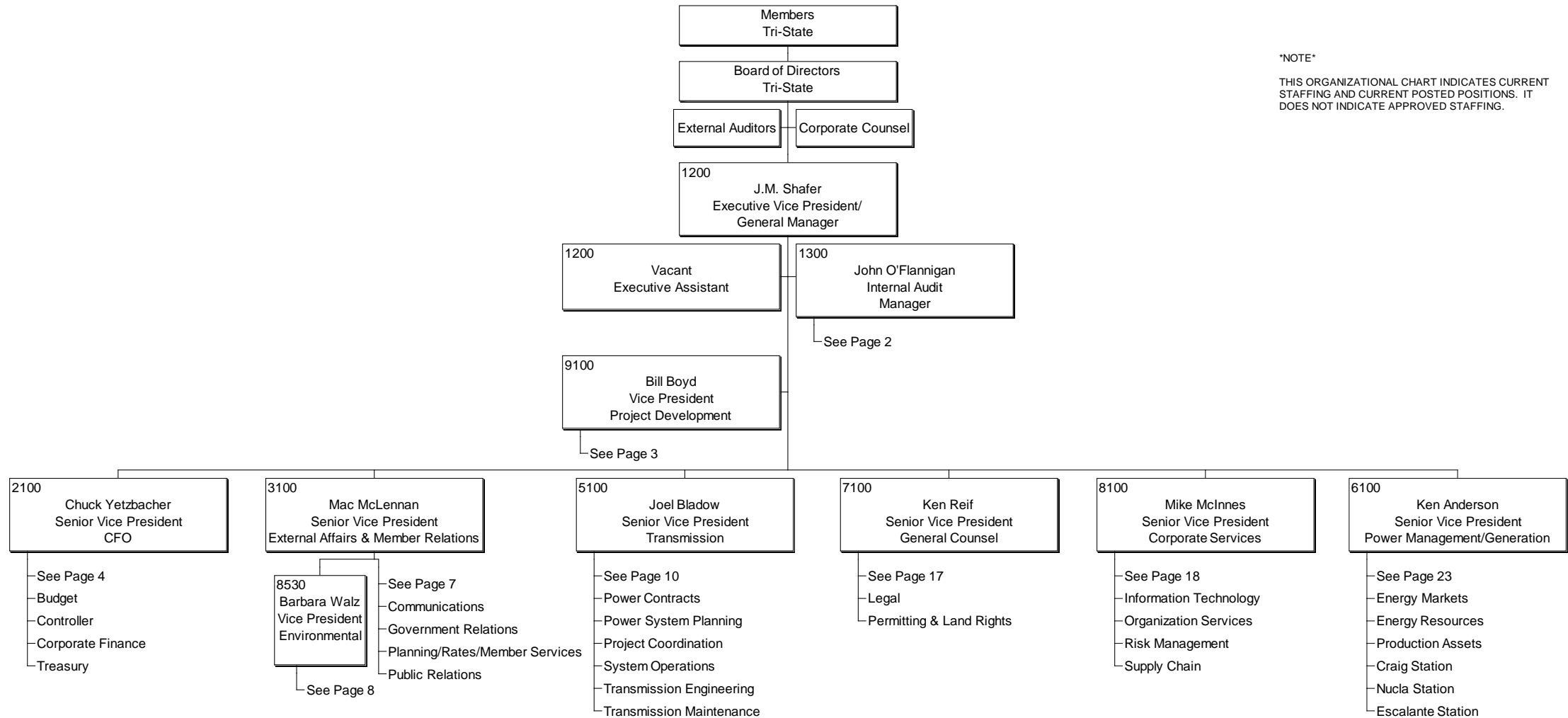
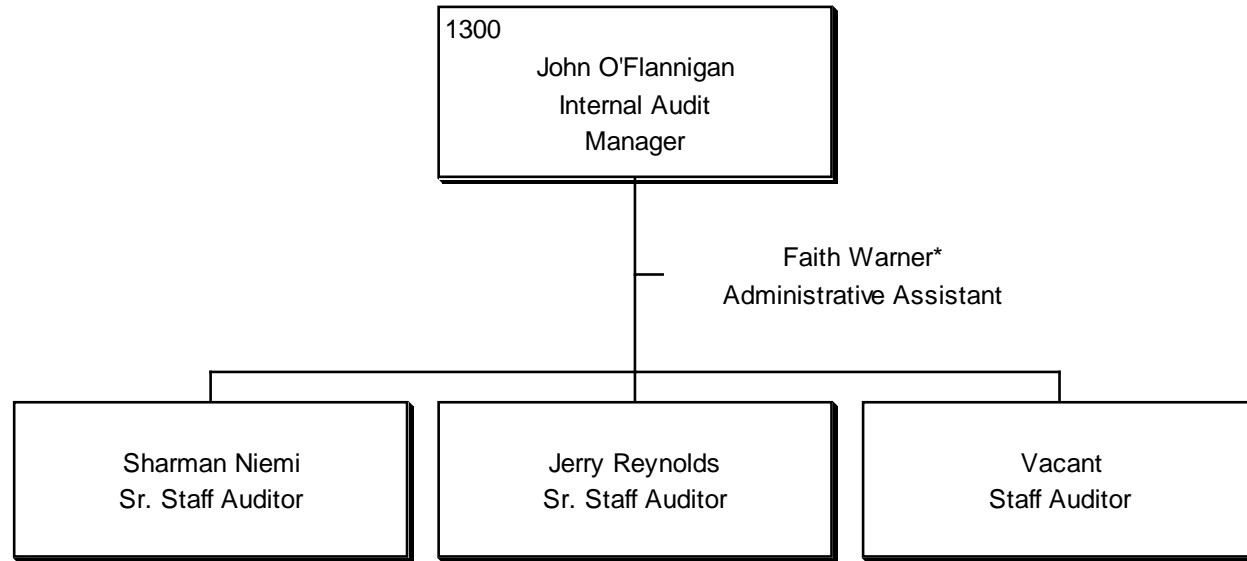


TRI-STATE GENERATION AND TRANSMISSION ASSOCIATION, INC ORGANIZATION STRUCTURE

Last Modified 3/31/2008

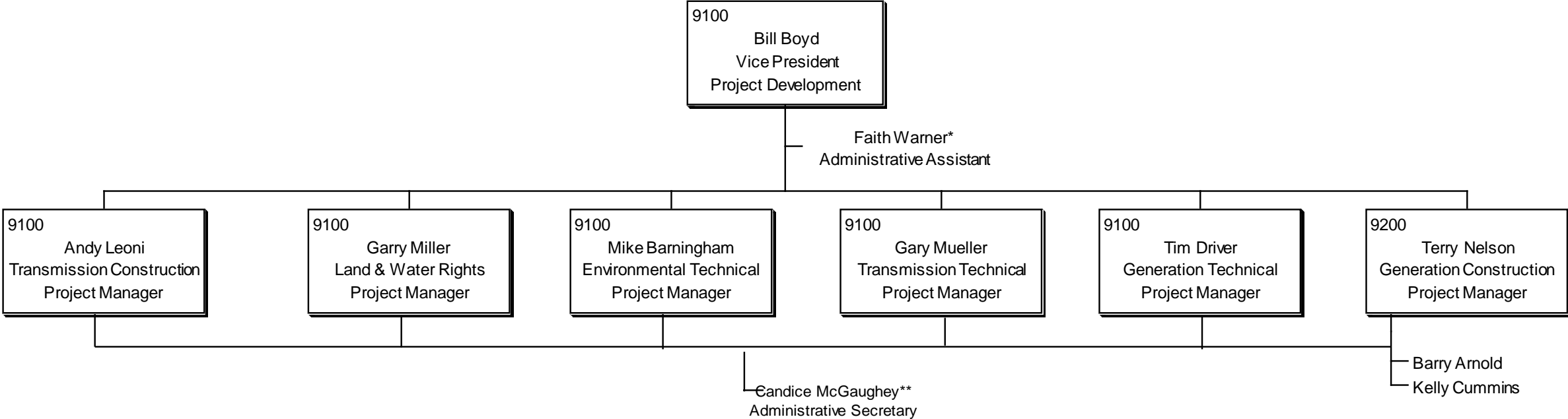


INTERNAL AUDIT
ORGANIZATION STRUCTURE



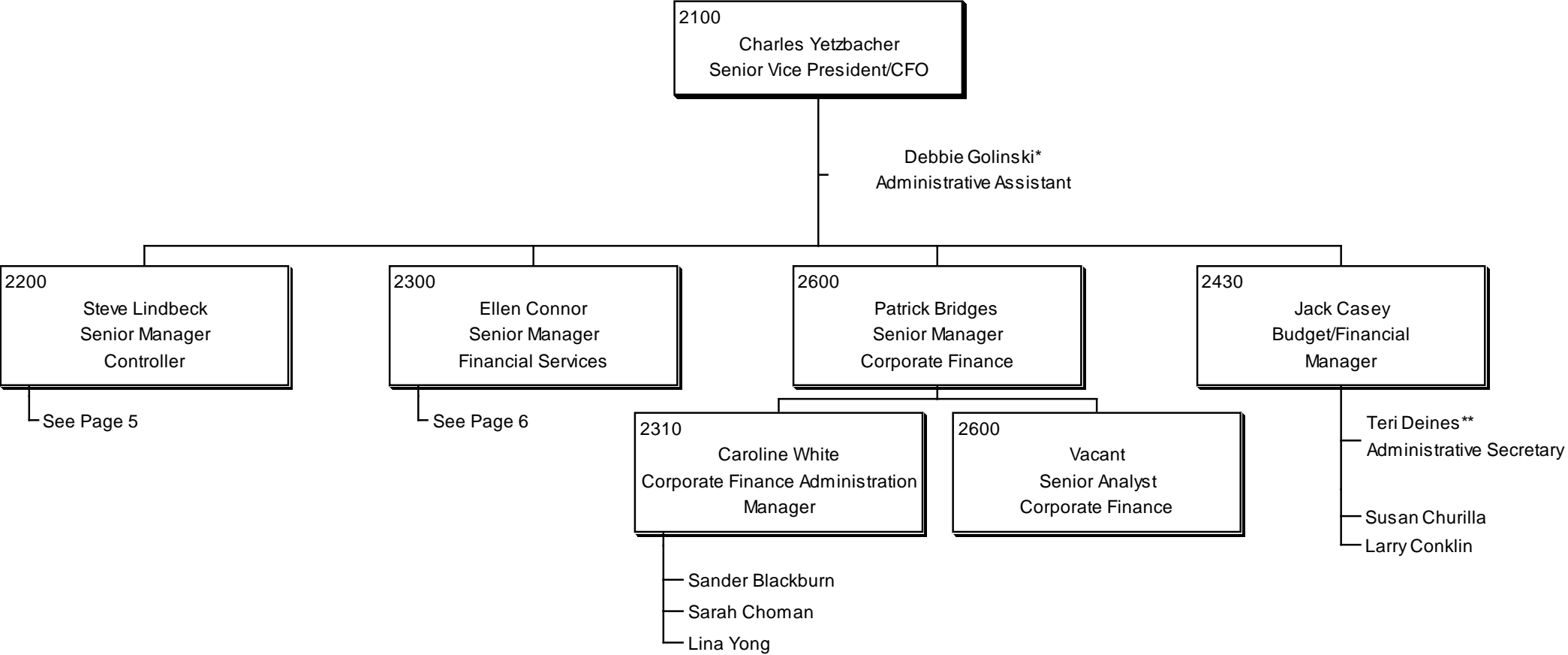
* Also supports Sr. Vice President, Power Management & Generation, Sr. Vice President, Transmission, and Vice President, Project Development

PROJECT DEVELOPMENT
ORGANIZATION STRUCTURE



* Also supports Sr. Vice President, Power Management & Generation, Dr. Vice President, Transmission, and Internal Audit Manager
 **Also supports Public Relations Manager

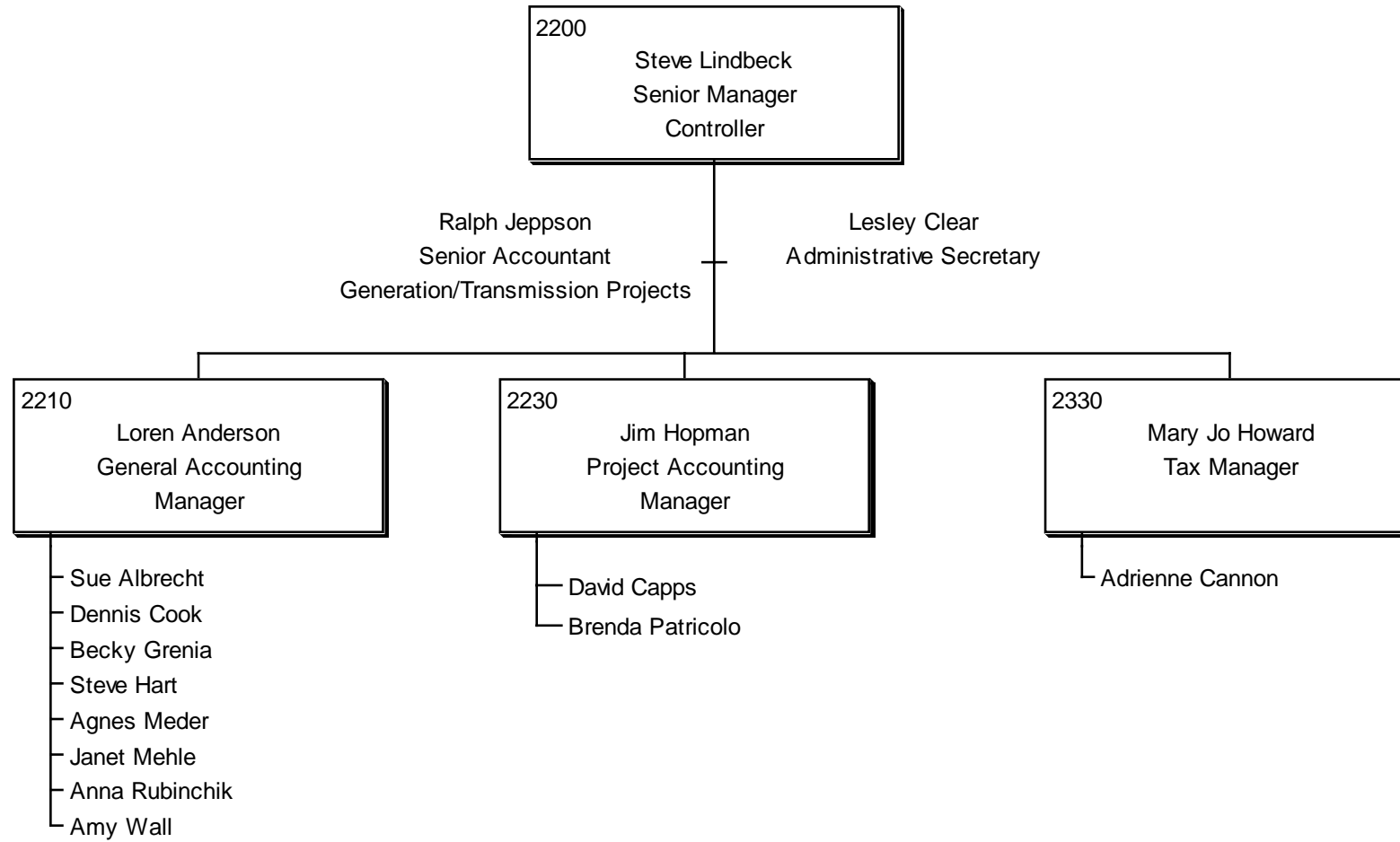
FINANCE & ACCOUNTING
ORGANIZATION STRUCTURE



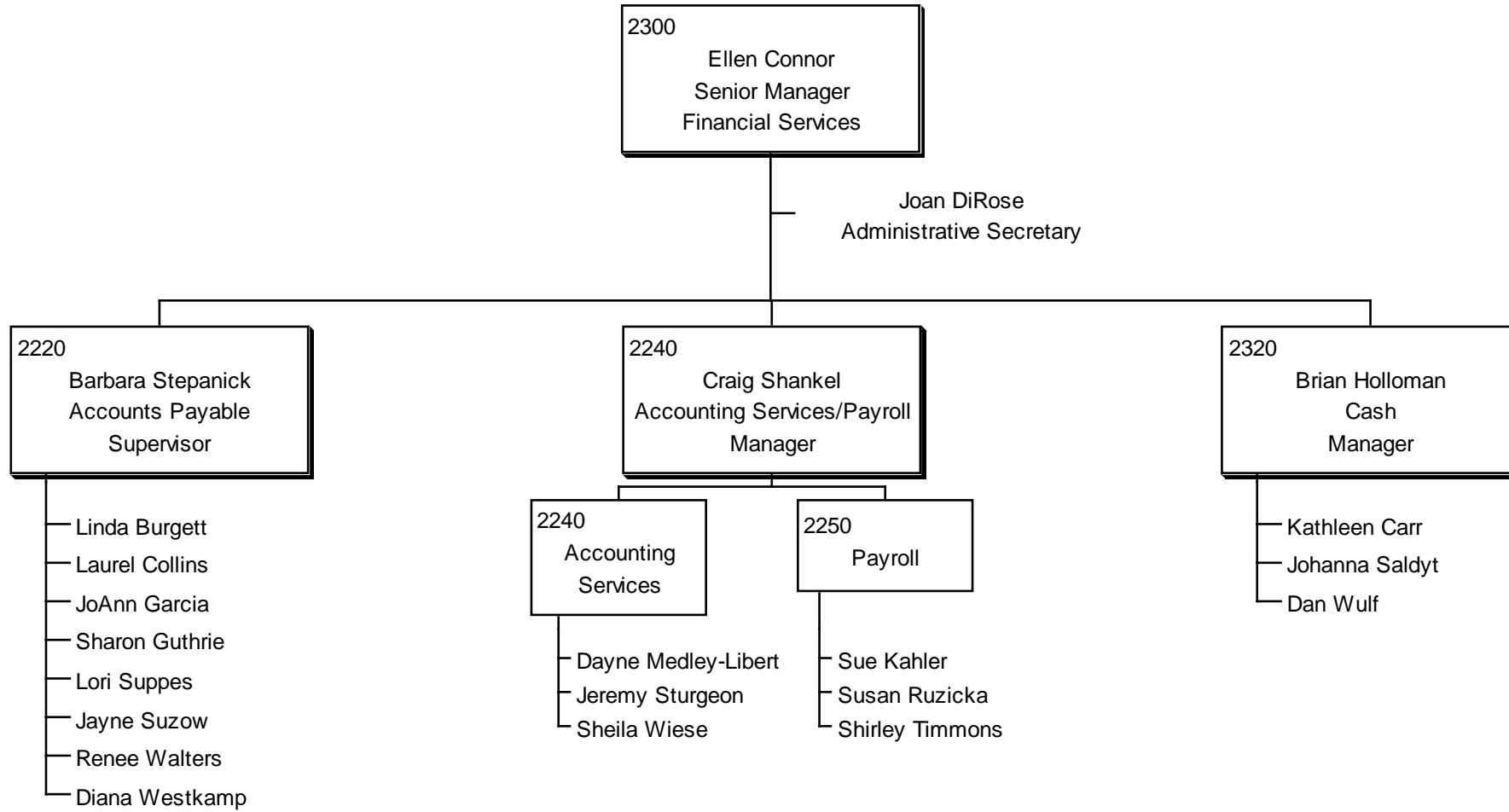
* Also supports Senior Vice President, General Counsel and Vice President, Environmental Services

**Also supports Facilities Manager

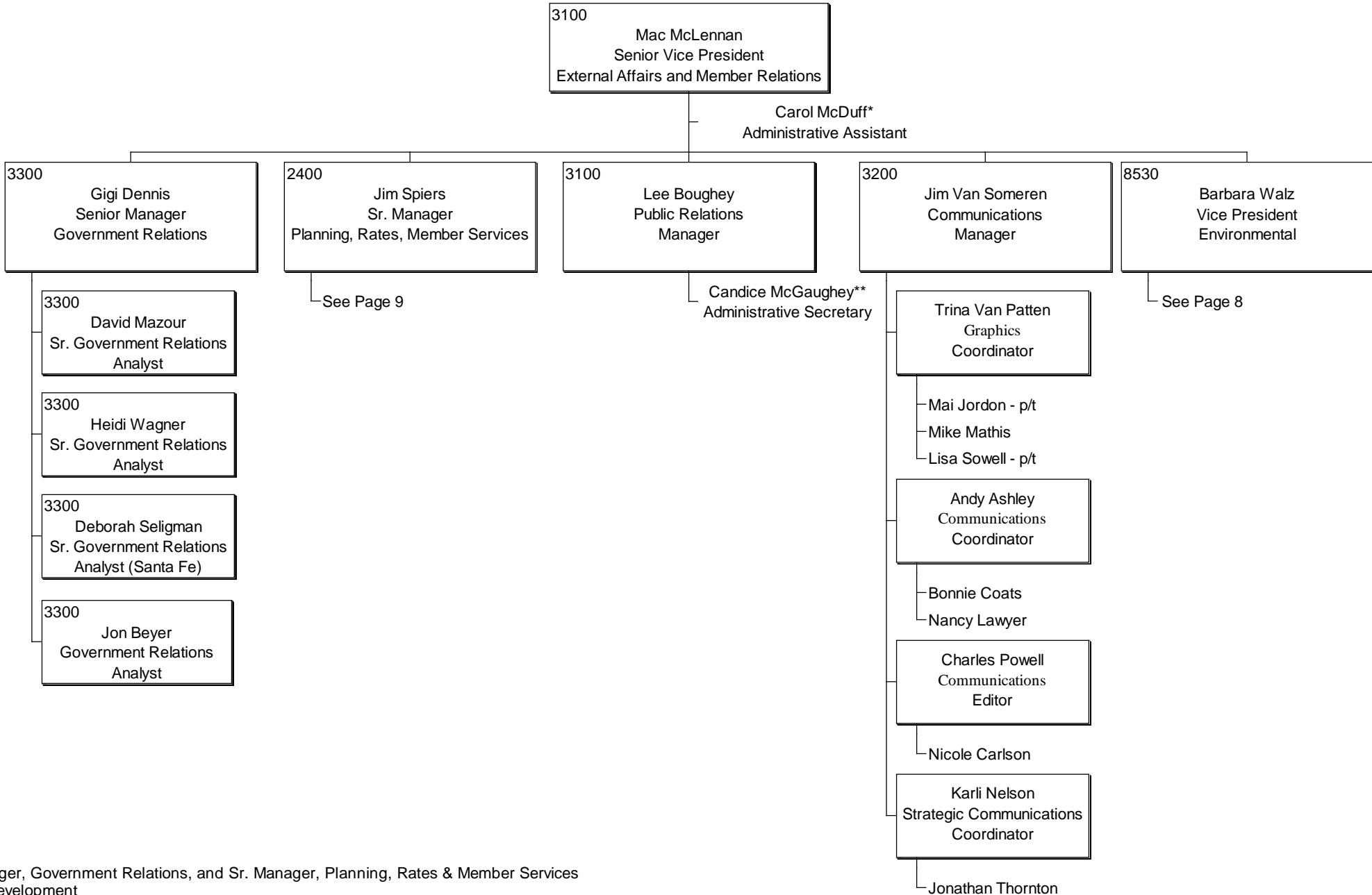
CONTROLLER
ORGANIZATION STRUCTURE



FINANCE
ORGANIZATION STRUCTURE

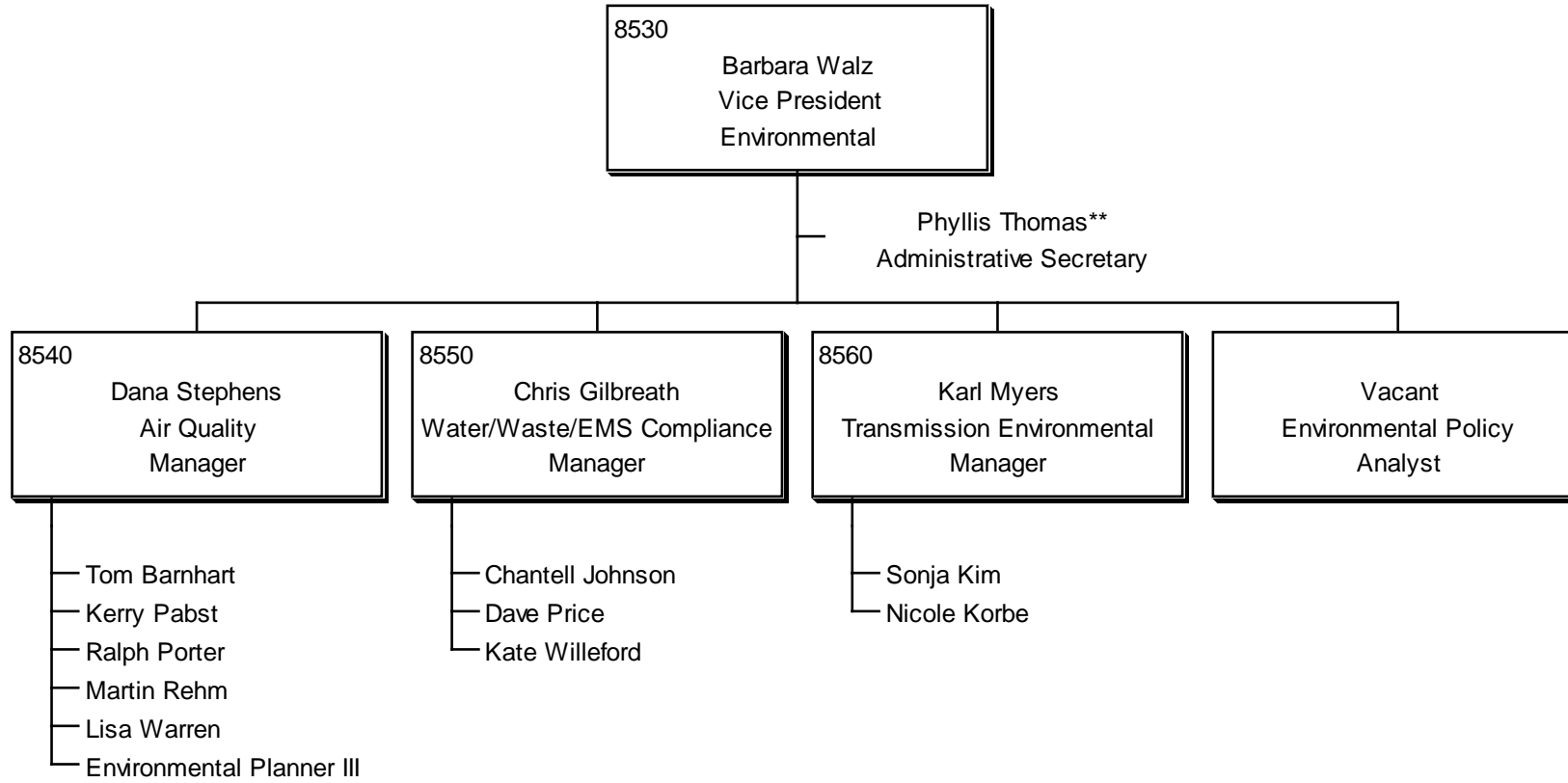


EXTERNAL AFFAIRS ORGANIZATION STRUCTURE



* Also supports Sr. Manager, Government Relations, and Sr. Manager, Planning, Rates & Member Services
 ** Also supports Project Development
 p/t=part-time

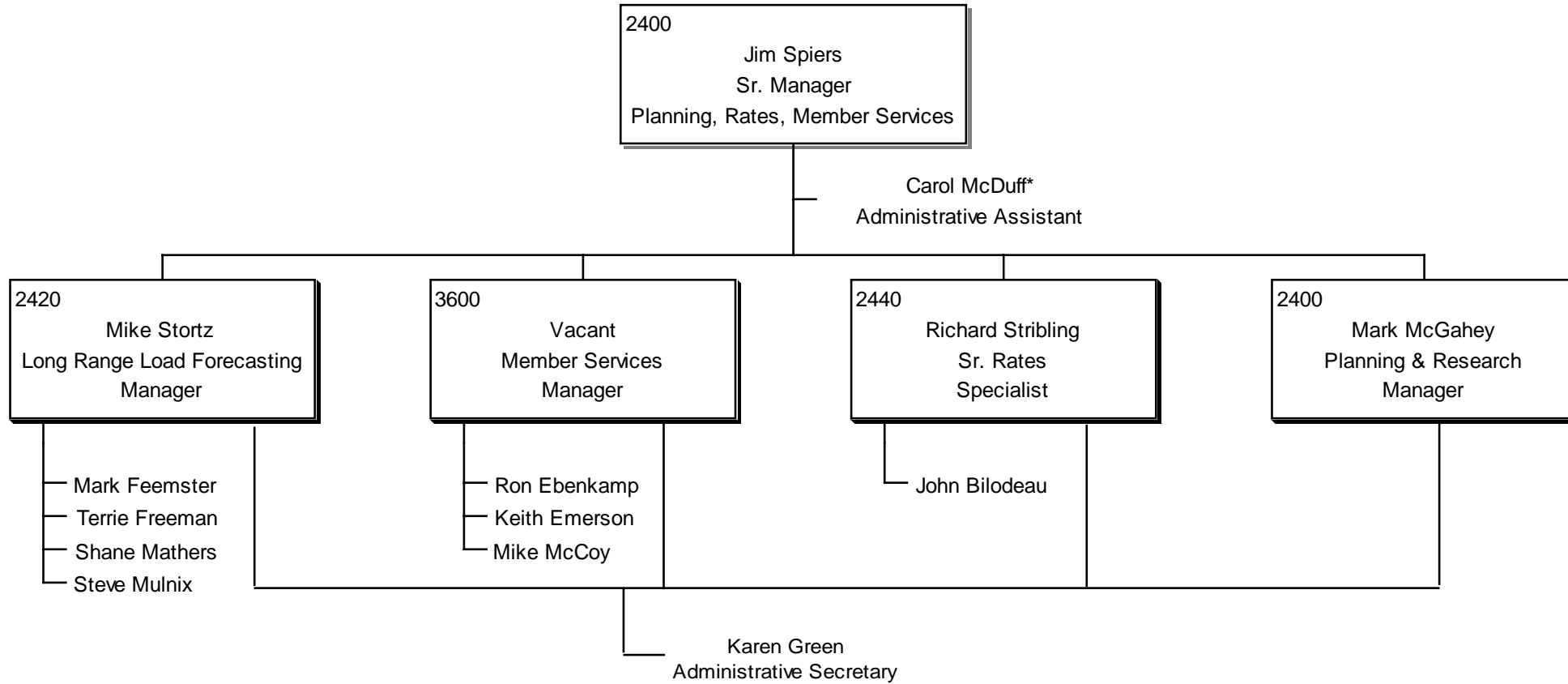
ENVIRONMENTAL SERVICES
ORGANIZATION CHART



* Also supports Sr. Vice President, CFO; Sr. Vice President, General Council; and Sr. Manager, Corporate Finance

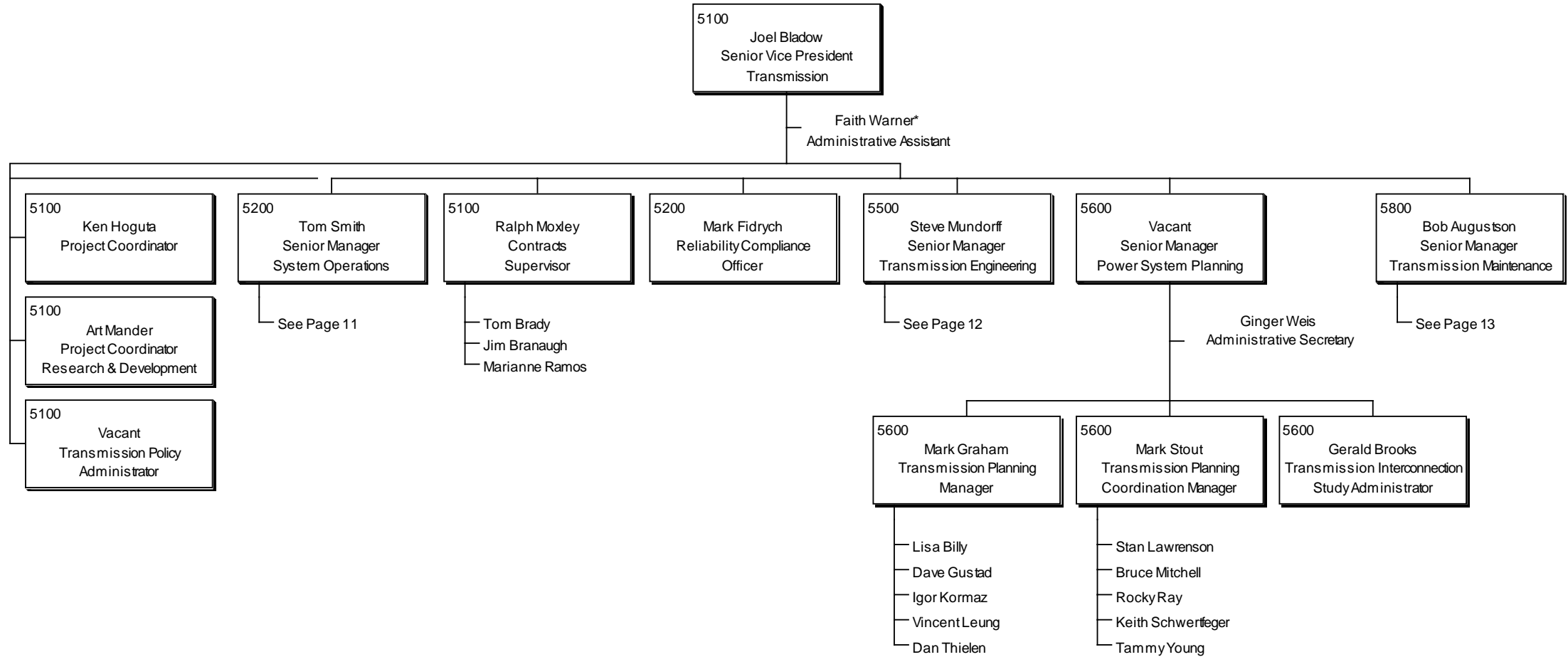
** Also supports Safety/Insurance Manager

PLANNING, RATES, MEMBER SERVICES
ORGANIZATION STRUCTURE



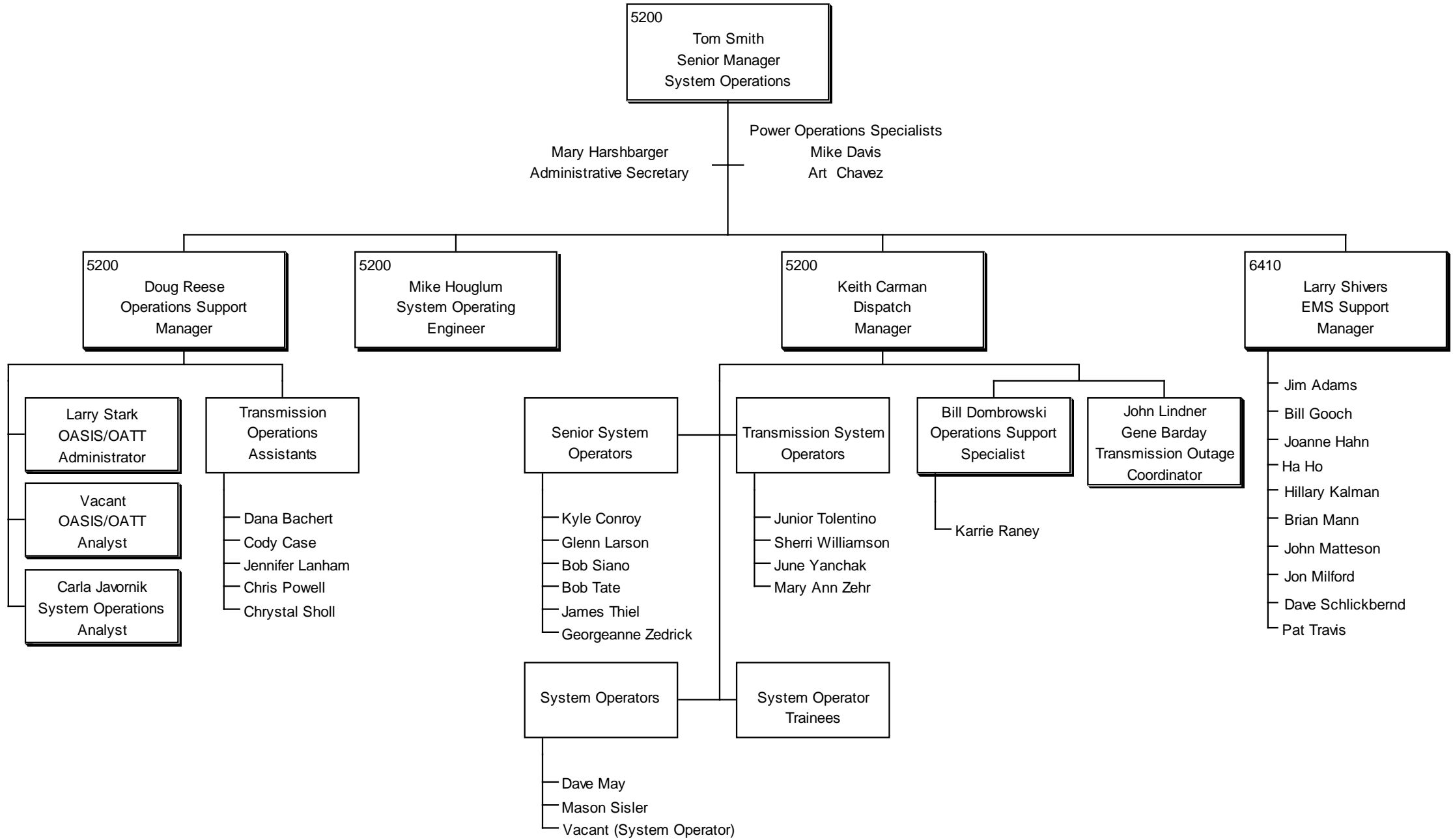
* Also supports Sr. Vice President, External Affairs and Member Relations, and Sr. Manager, Government Relations

TRANSMISSION ORGANIZATION STRUCTURE

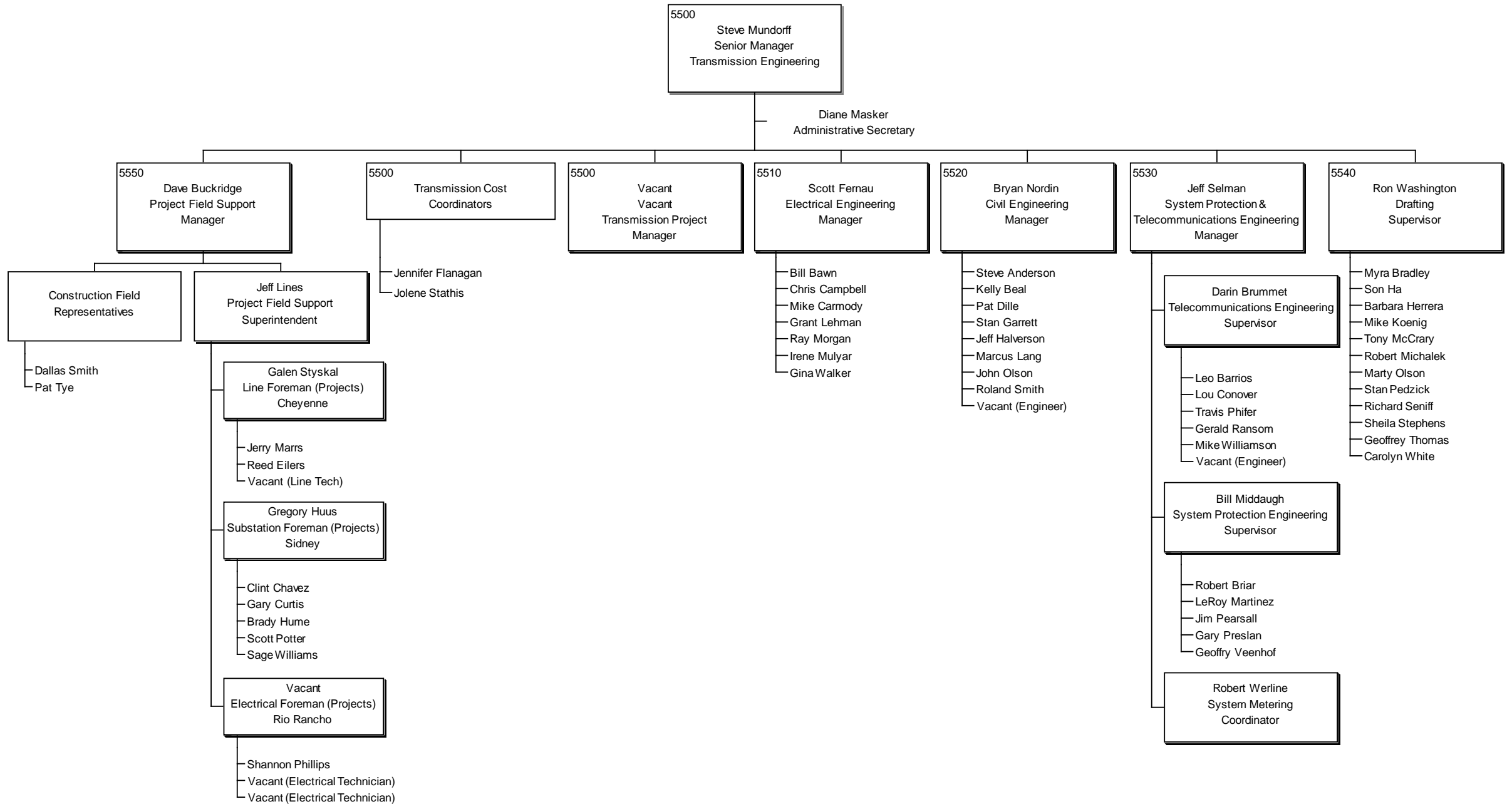


* Also supports Senior Vice President, Power Management & Generation, Vice President, Project Development and Internal Audit Manager

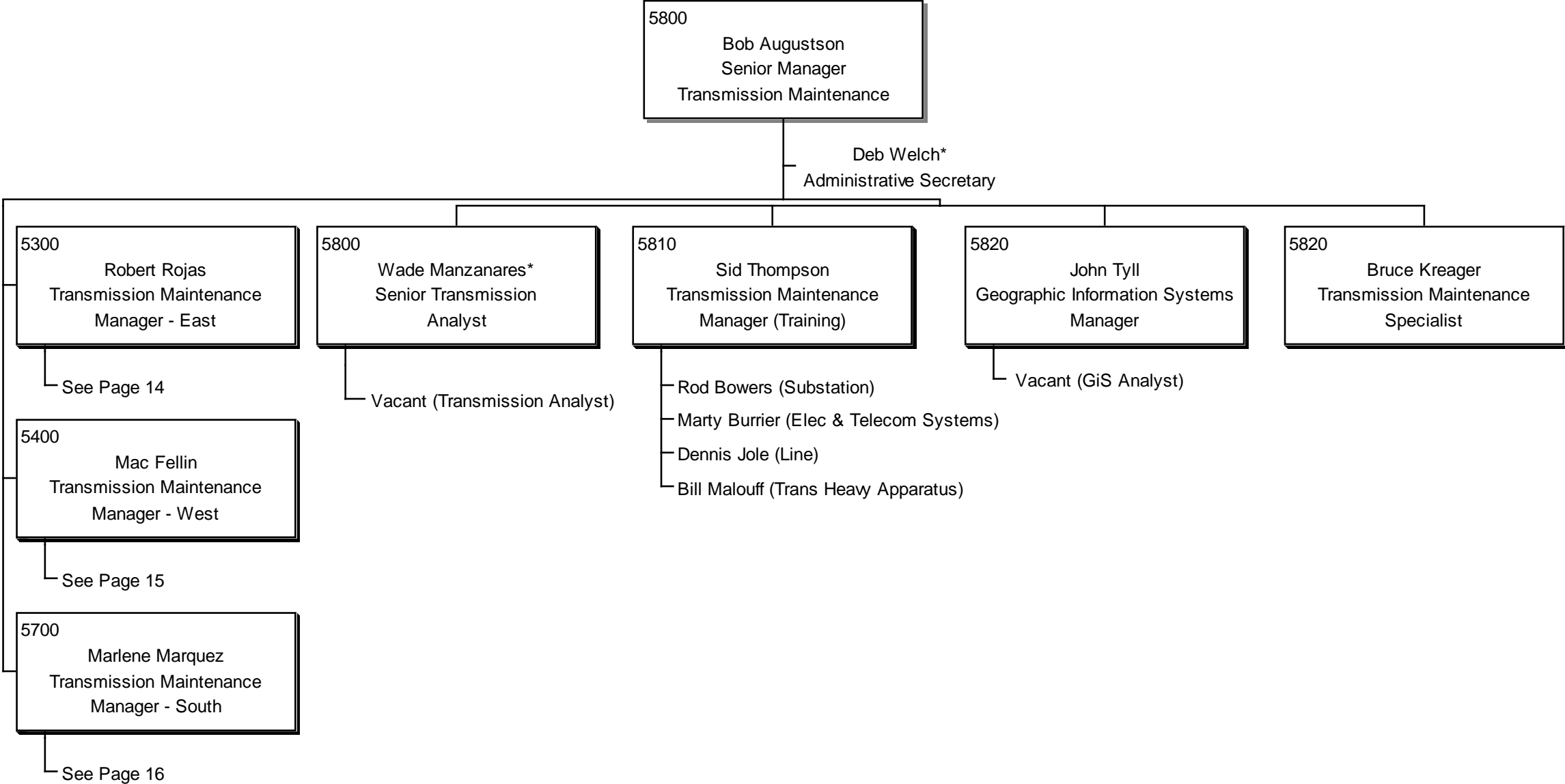
SYSTEM OPERATIONS ORGANIZATION STRUCTURE



TRANSMISSION ENGINEERING ORGANIZATION STRUCTURE

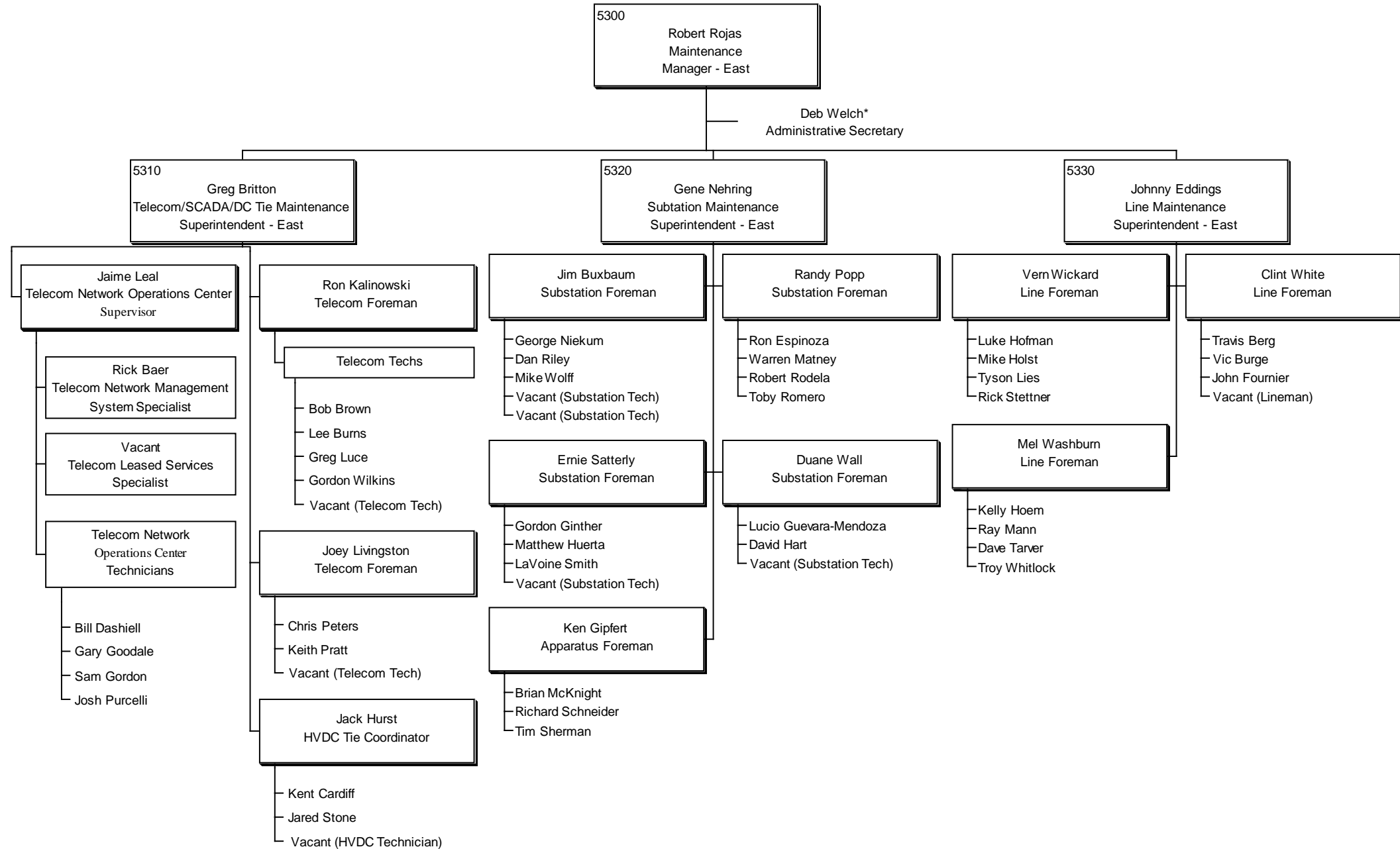


TRANSMISSION & MAINTENANCE
ORGANIZATIONAL STRUCTURE



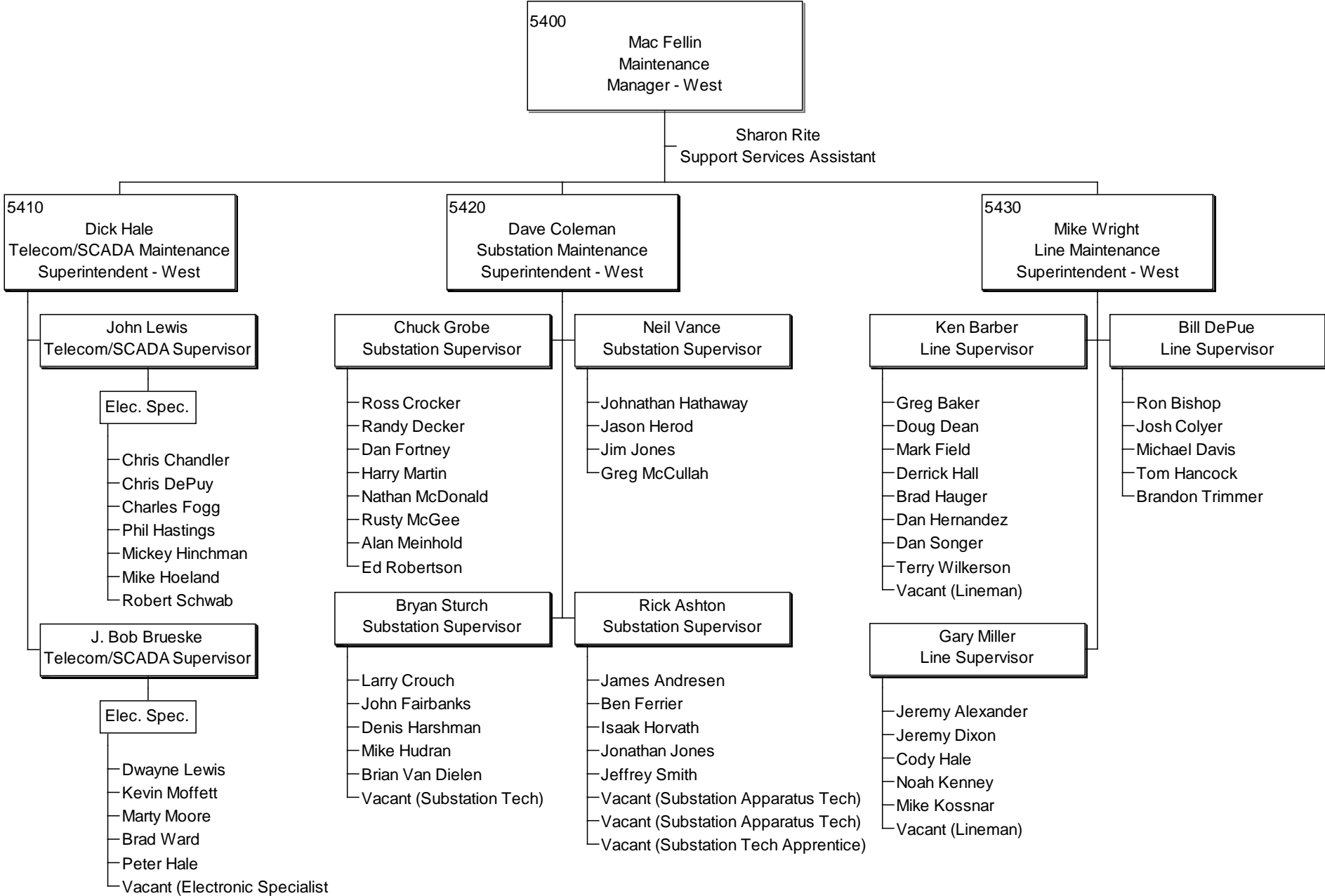
* Also supports Transmission Maintenance Manager - East

TRANSMISSION MAINTENANCE - EAST ORGANIZATION STRUCTURE



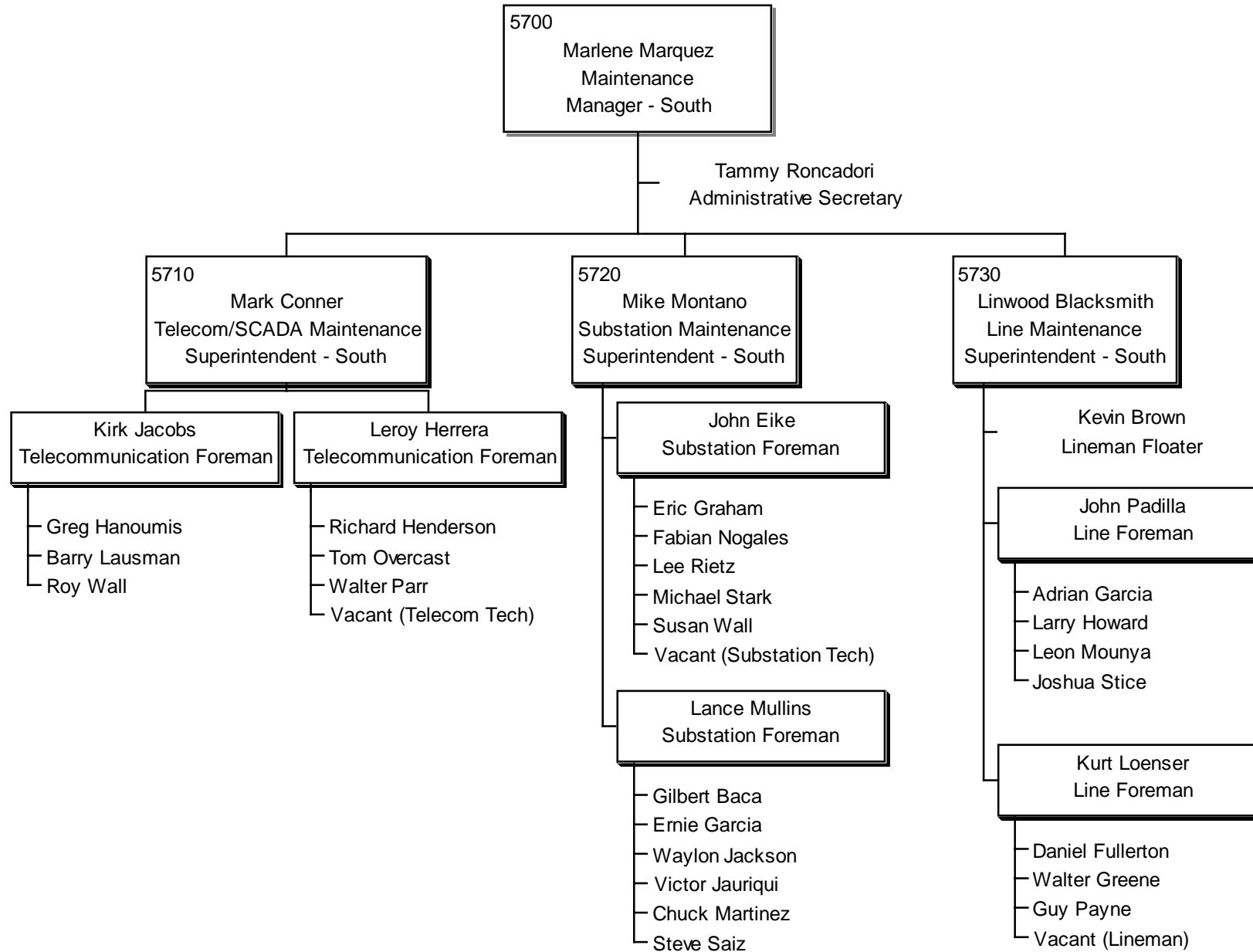
*Also supports Sr. Manager, Transmission & Maintenance

TRANSMISSION MAINTENANCE - WEST ORGANIZATION STRUCTURE

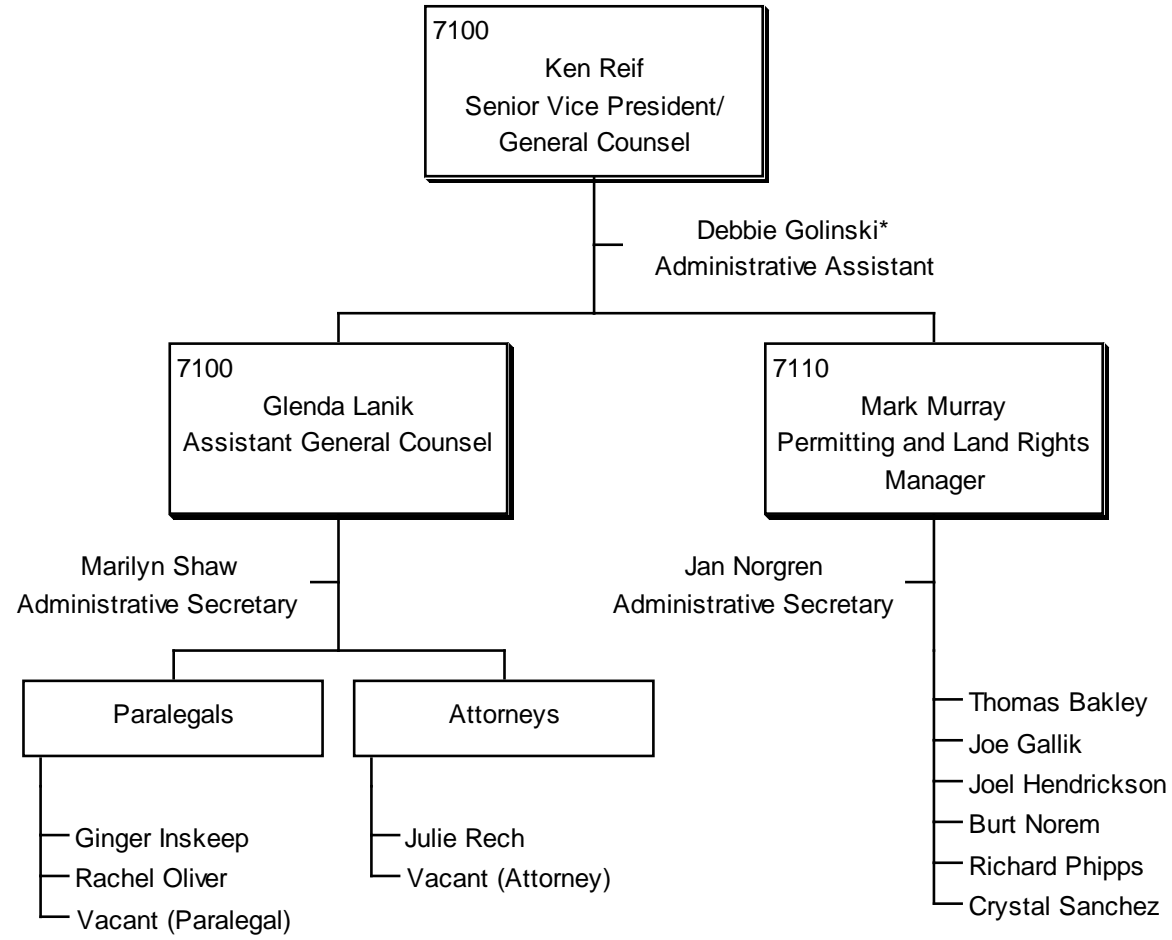


*Also supports Transmission Maintenance Manager-East and Transmission Maintenance Manager-South

TRANSMISSION MAINTENANCE - SOUTH
ORGANIZATION STRUCTURE

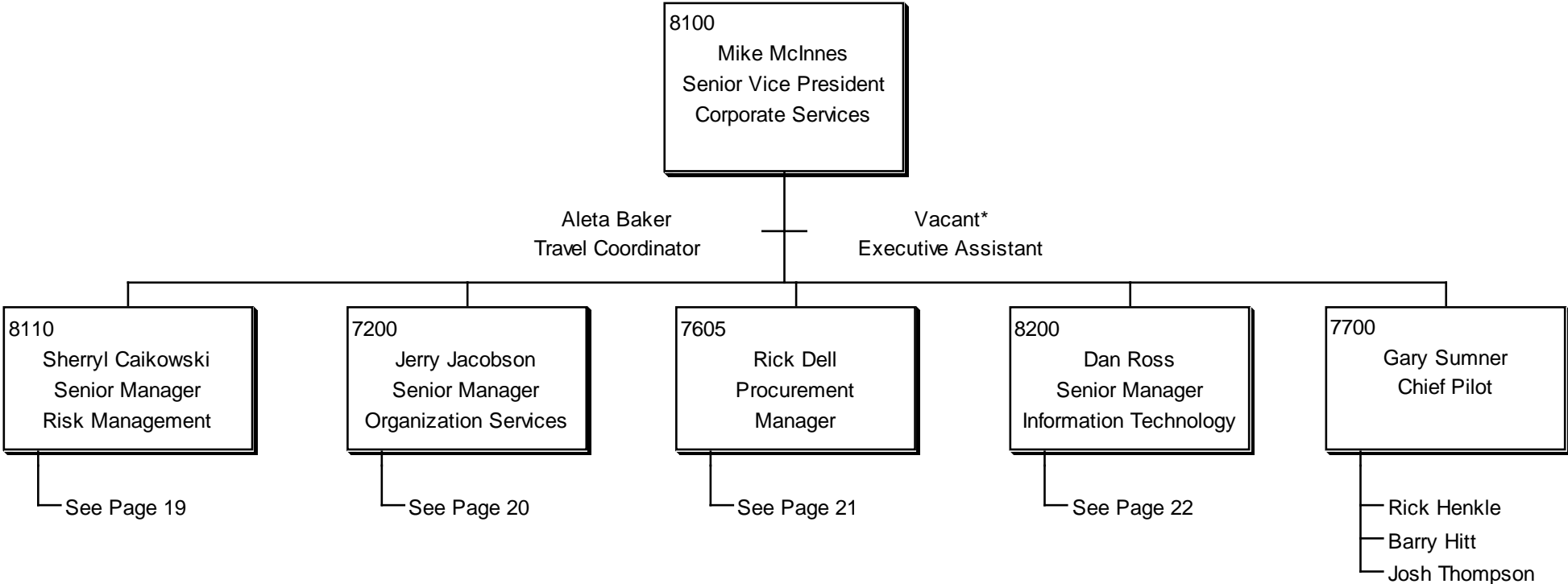


GENERAL COUNSEL
ORGANIZATION STRUCTURE



* Also supports Senior Vice President, CFO, and Vice President, Environmental Services, Sr. Manager, Corporate Finance

CORPORATE SERVICES
ORGANIZATION STRUCTURE



*Also supports Executive Vice President/General Manager

RISK MANAGEMENT
ORGANIZATION STRUCTURE

8110
Sherryl Caikowski
Senior Manager
Risk Management

Teri Deines**
Administrative Secretary

2500
Howard Smith
Safety/Insurance
Manager

7400
Ben Mayer
General Facilities
Manager

7420
Kim Newth
Records Supervisor

8110
Sam Gary
Business Systems
Manager

8160
Wade Kiess
Security
Manager

Debbie Petersen
Insurance Analyst

Phyllis Thomas*
Administrative Secretary

8510
Safety & Occupational Health
Coordinators

- Steve Drake
- Andy Flageolle
- Kent Mahanna
- Rena Olsen
- Steve Pfister
- Bob Swisher
- Phil Ulibarri

7400
Don Cook
Field Facilities
Coordinator

- Deanna Fisher
- Eldon Markus
- Dana Viergutz

7430
Kim Boltz
Office Services
Coordinator

- Bev Heyen
- Tina Moody

7410
Ira Struble
Facilities
Supervisor

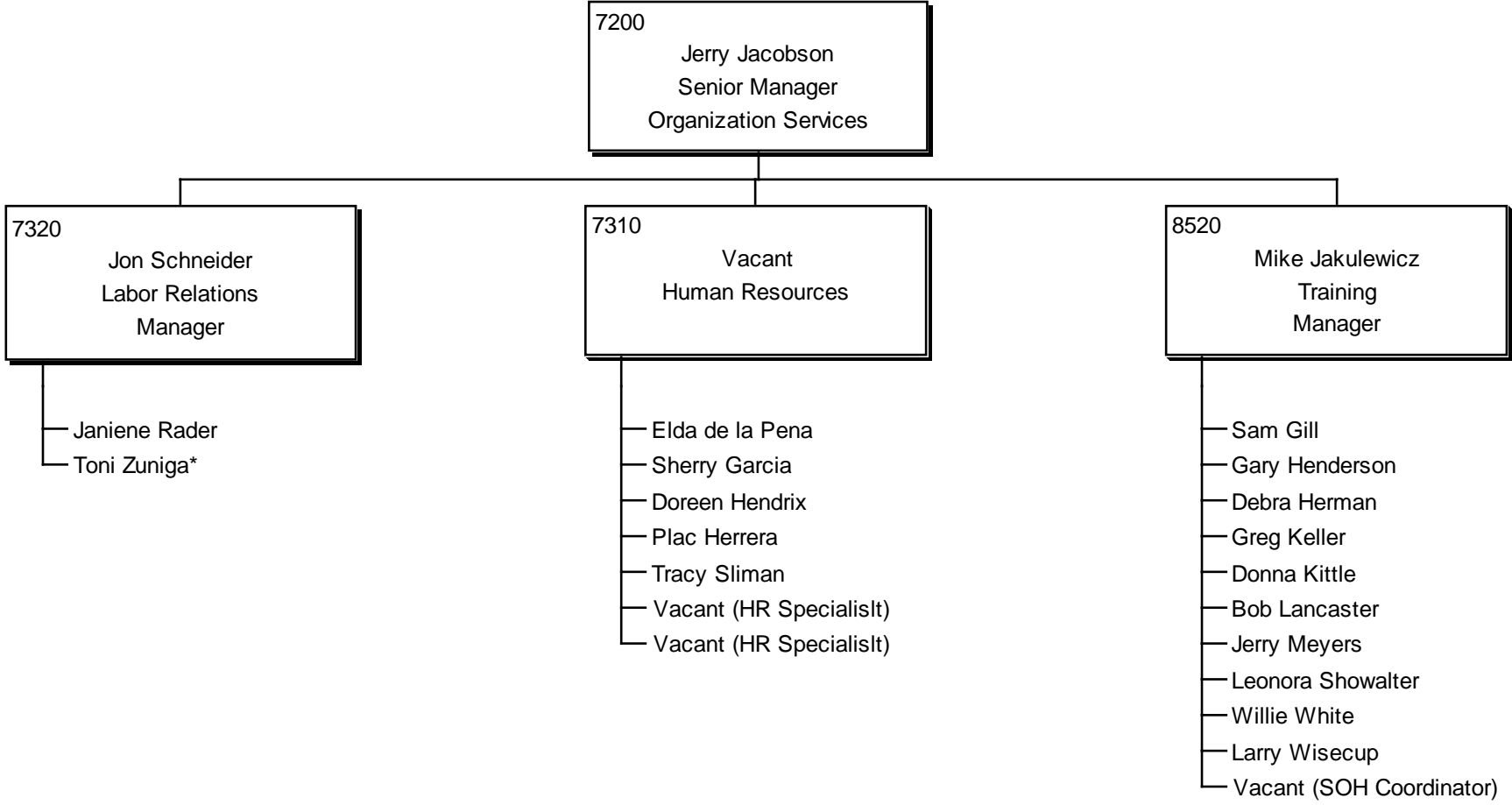
- Gene Barajas
- Ryan Knouse
- Wilson Pacheco

- Irene Moya-Reese
- Carolyn Pennebaker
- Antonia Rivas
- Terri Thompson
- Vacant (Document Imaging Spec.)

Vacant (Security/Specialist
Investigator)

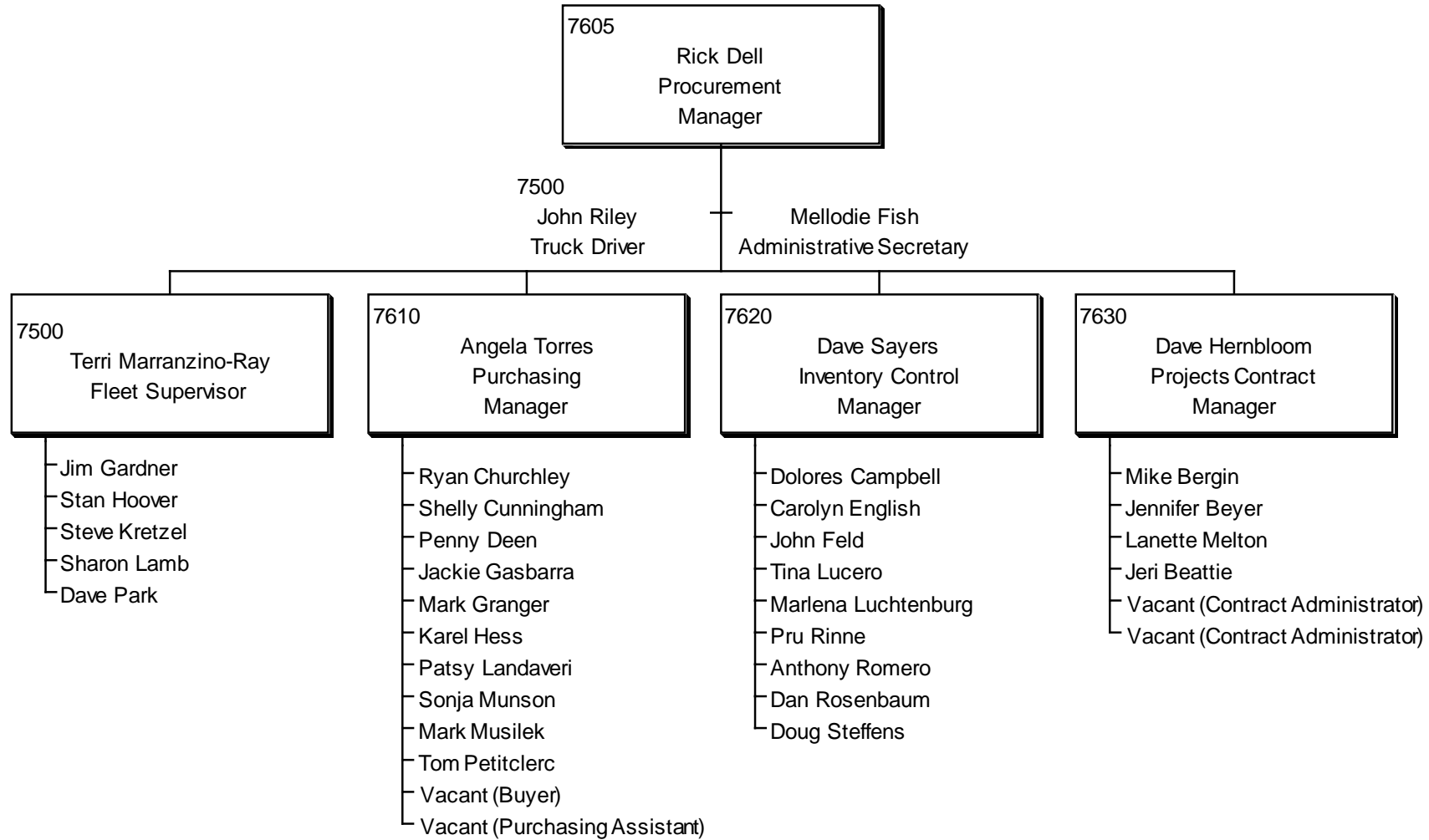
* Also supports Vice President, Environmental
** Also supports Budget/Financial Planning Manager

ORGANIZATION SERVICES
ORGANIZATION STRUCTURE

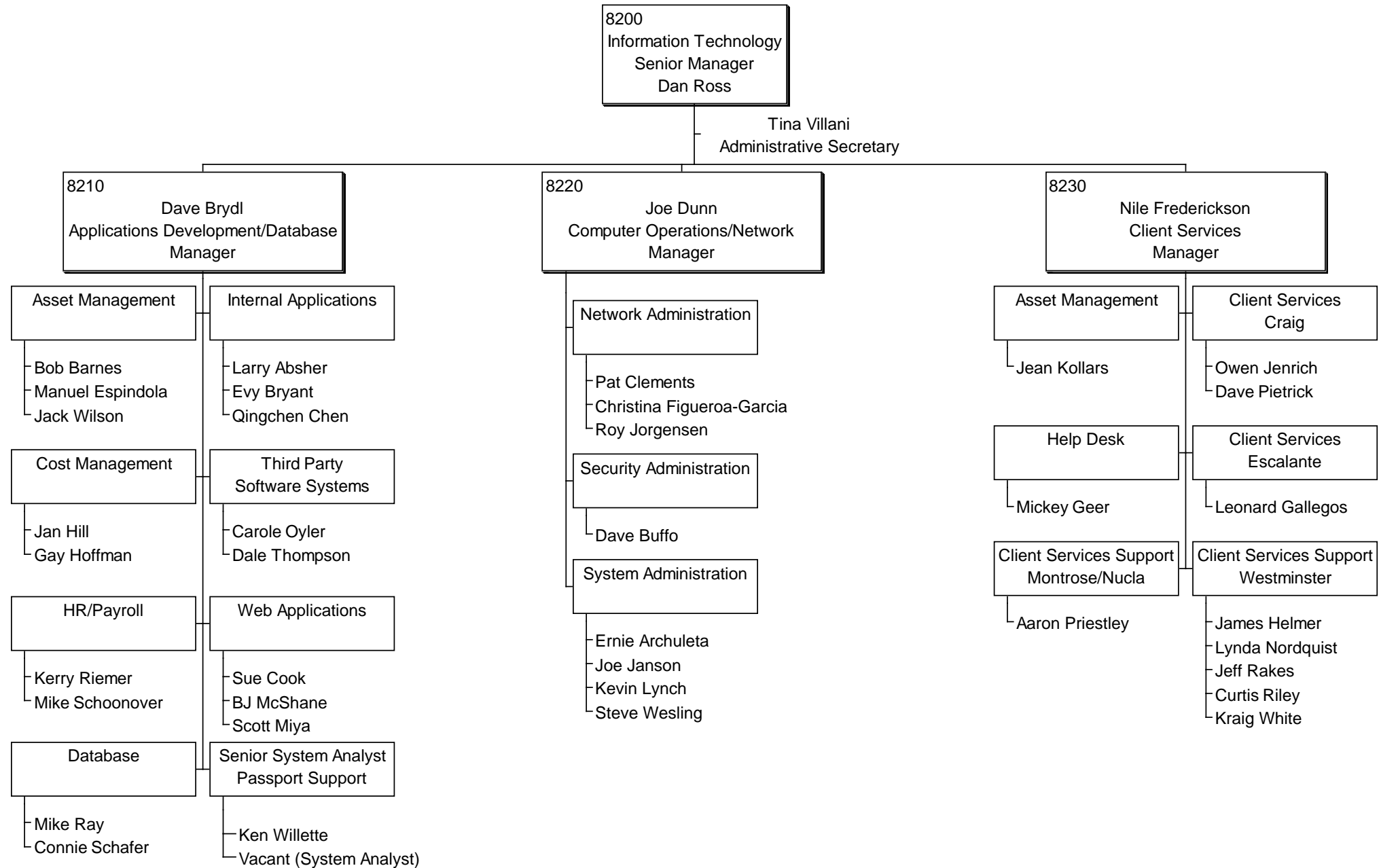


* Also supports Human Resources Manager

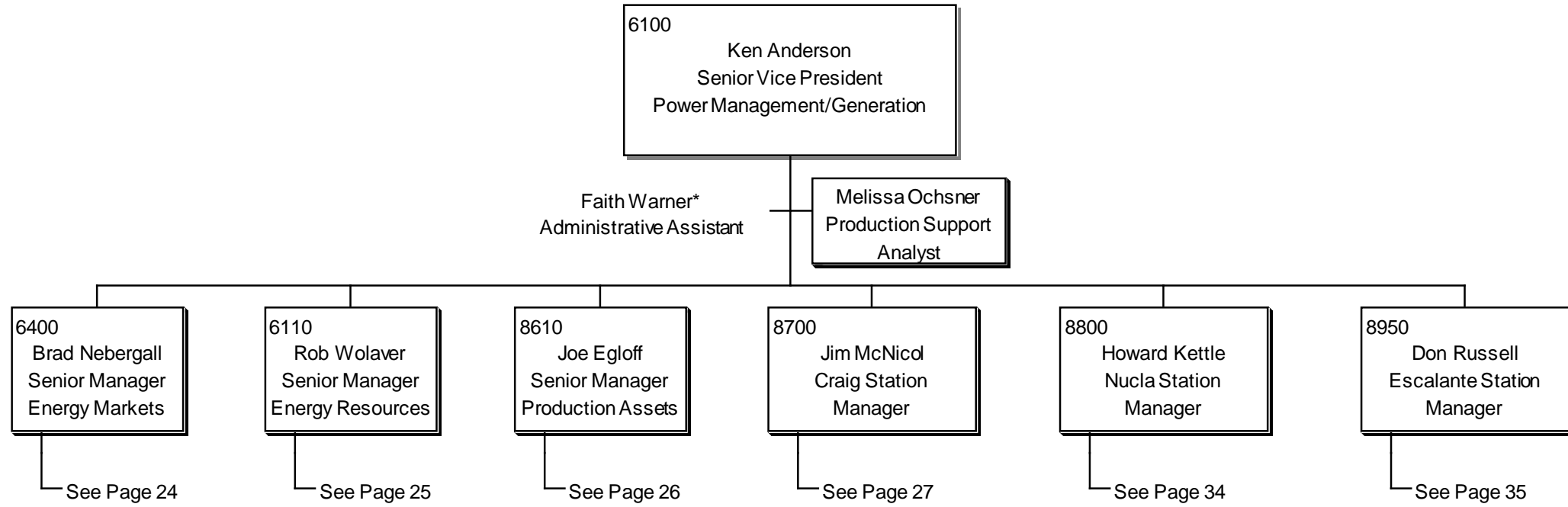
SUPPLY CHAIN
ORGANIZATION STRUCTURE



INFORMATION TECHNOLOGY ORGANIZATION STRUCTURE

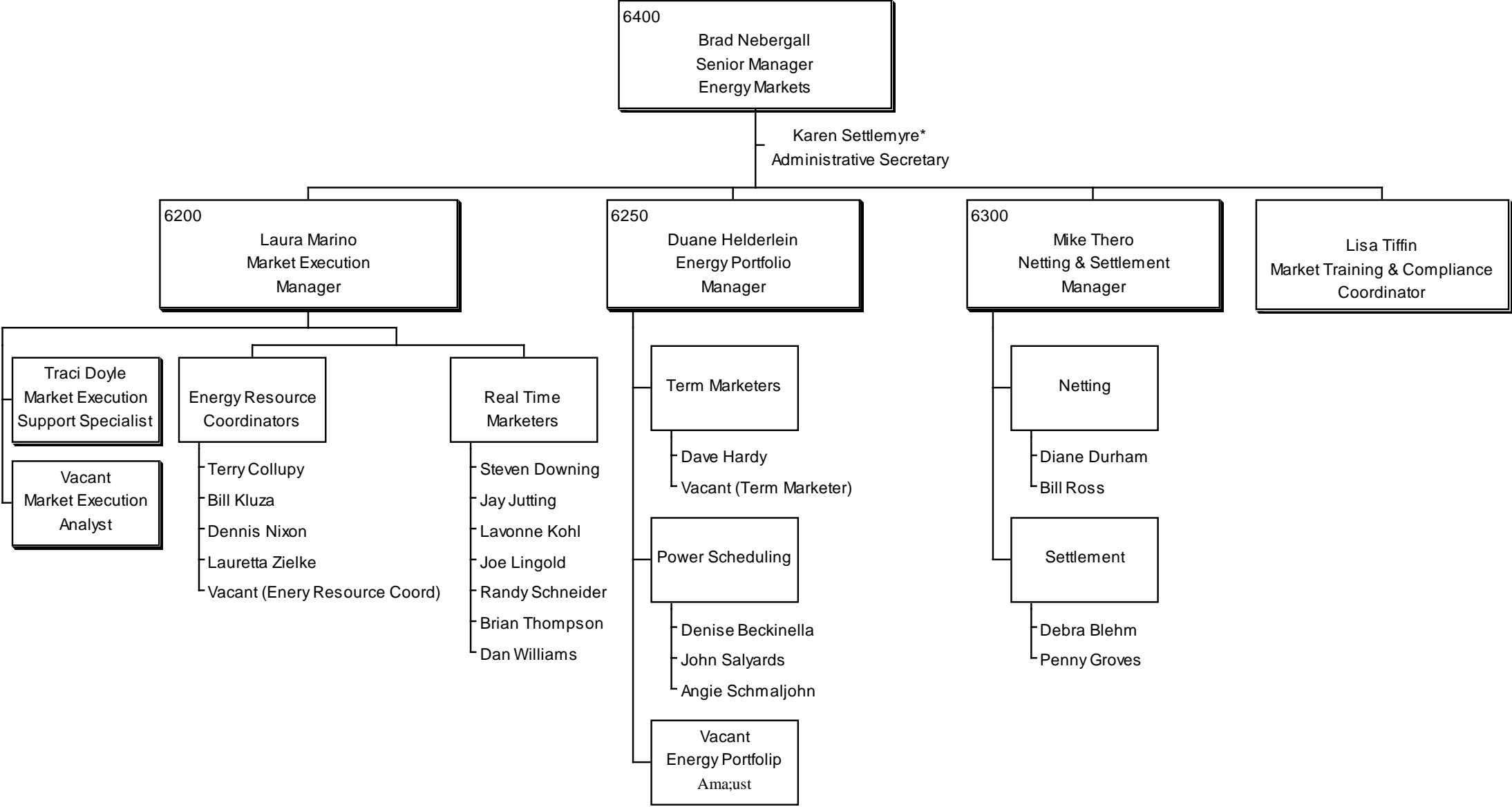


POWER MANAGEMENT & GENERATION
ORGANIZATION STRUCTURE



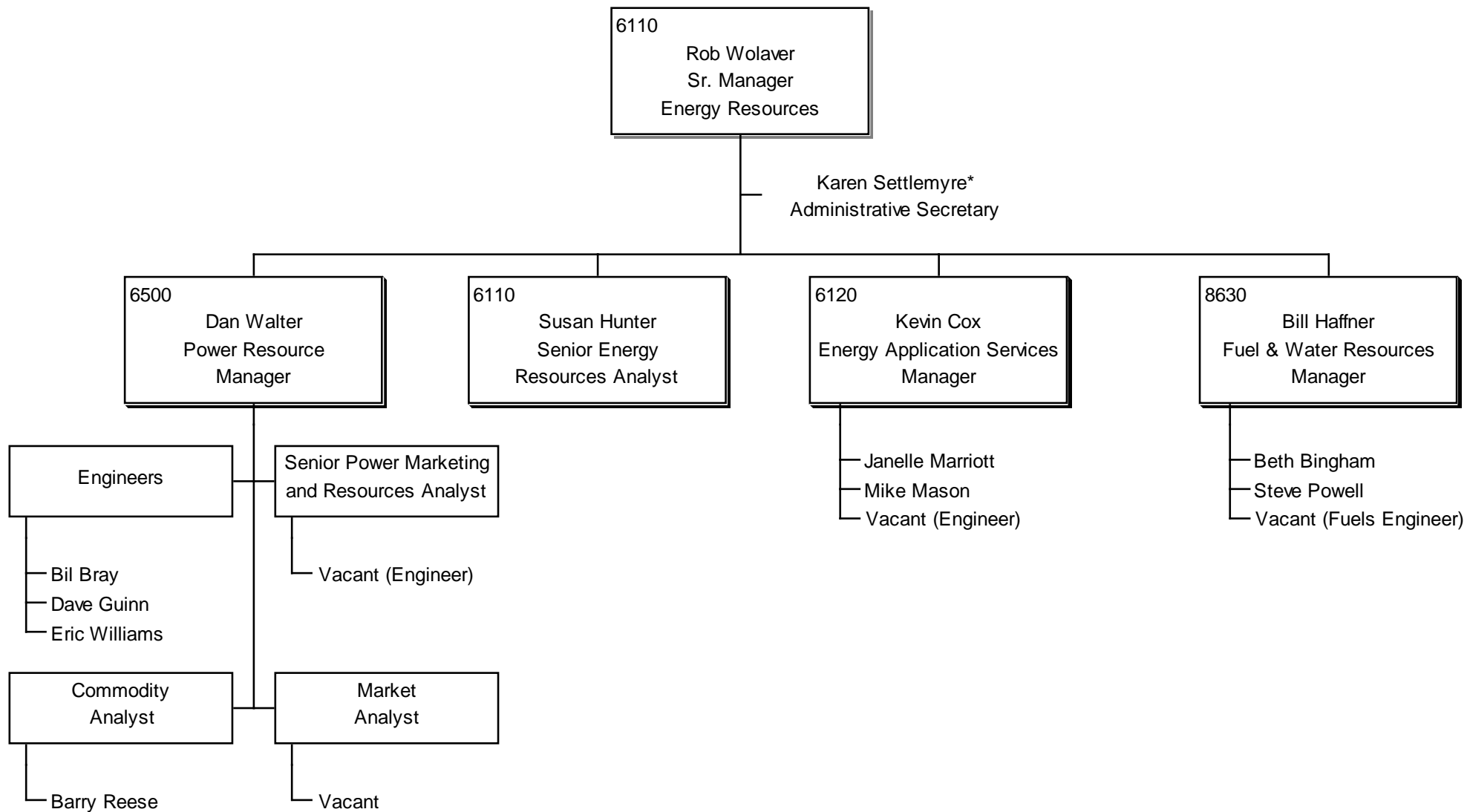
* Also supports Sr. Vice President, Transmission, Sr. Vice President, Project Development and Internal Audit Manager

ENERGY MARKETS
ORGANIZATION STRUCTURE



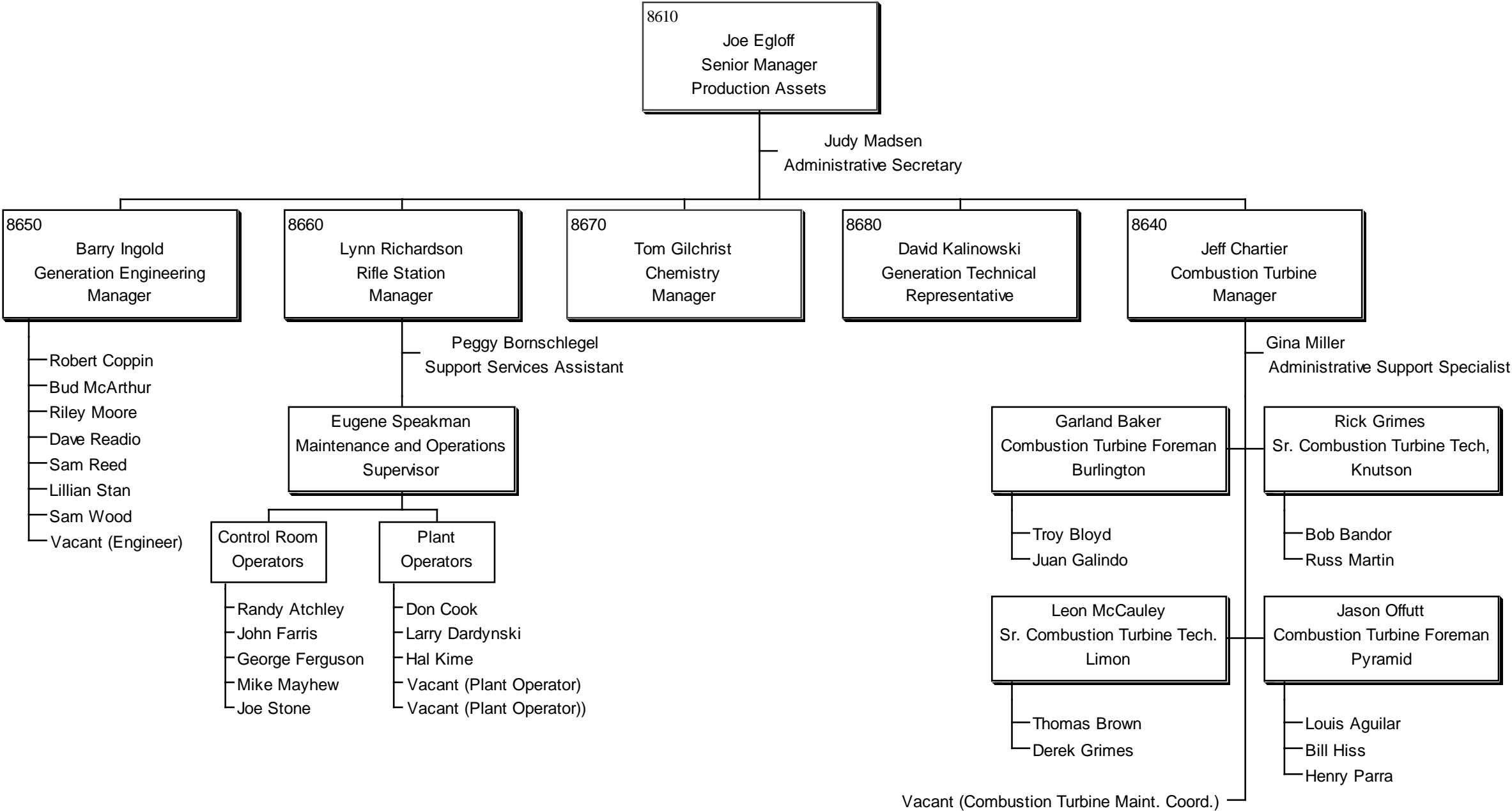
* Also supports Sr. Manager, Energy Resources

ENERGY RESOURCES
ORGANNIZATION STRUCTURE

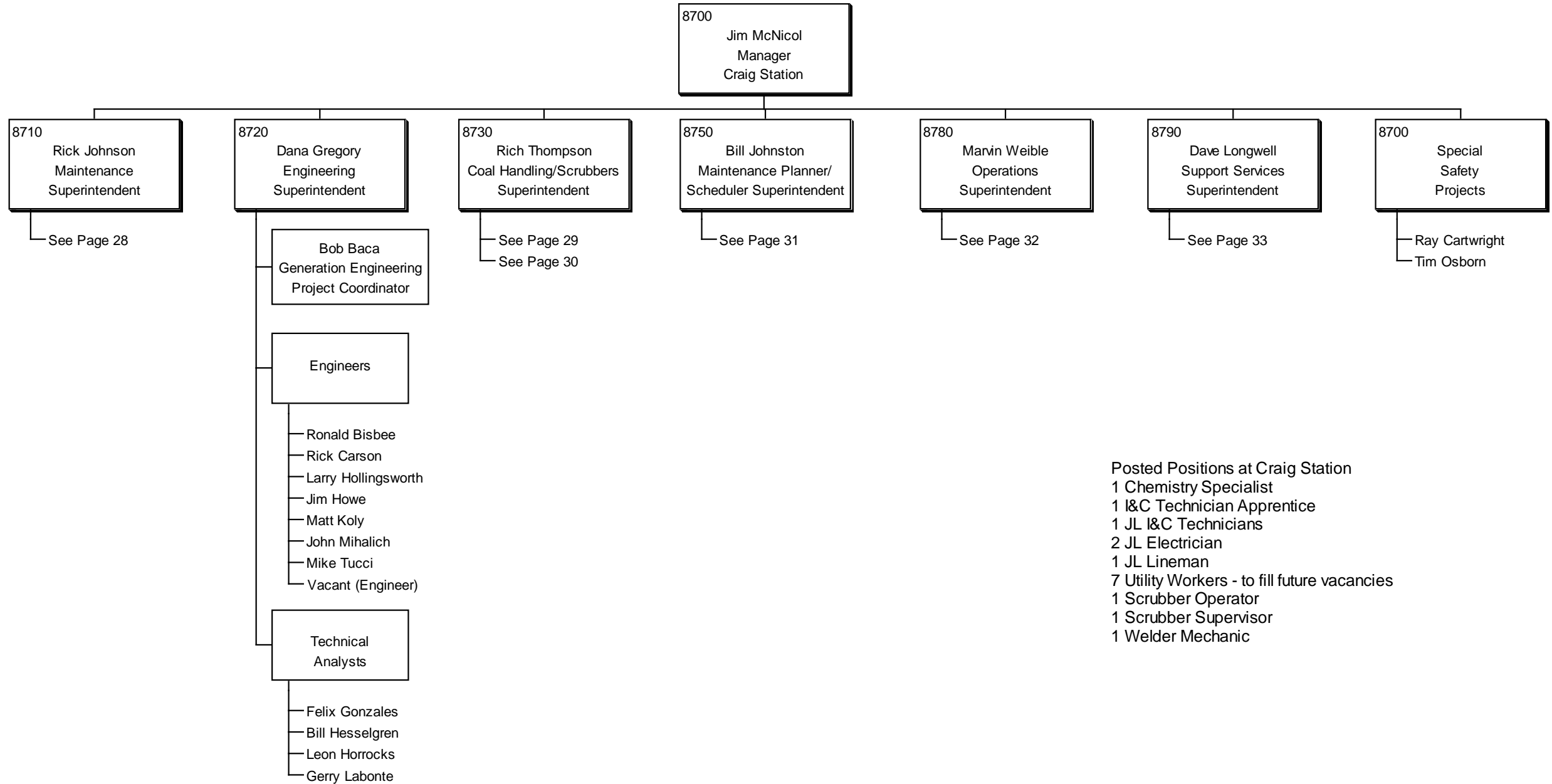


*Also supports Energy Markets

PRODUCTION ASSETS
ORGANIZATION STRUCTURE

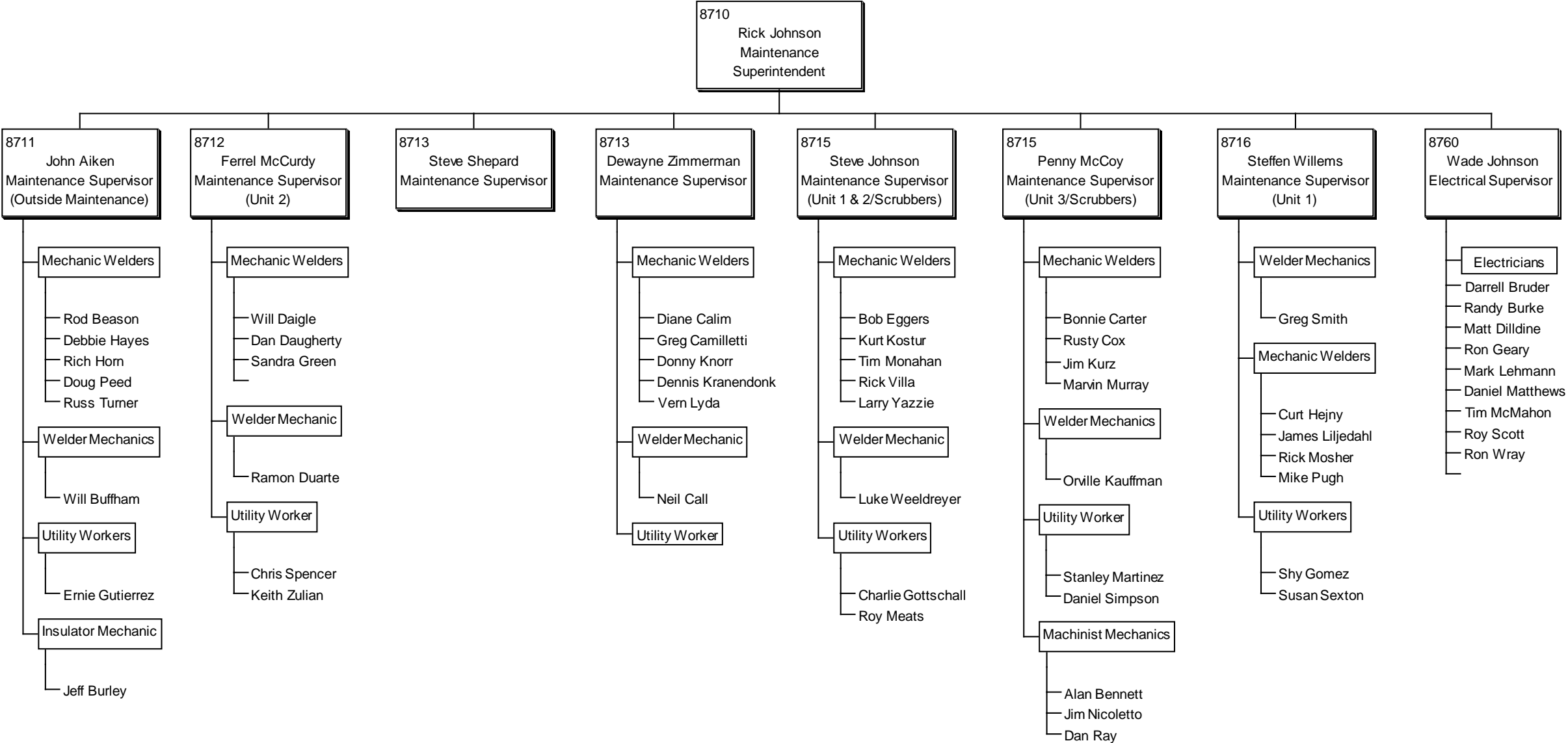


CRAIG STATION
ORGANIZATION STRUCTURE

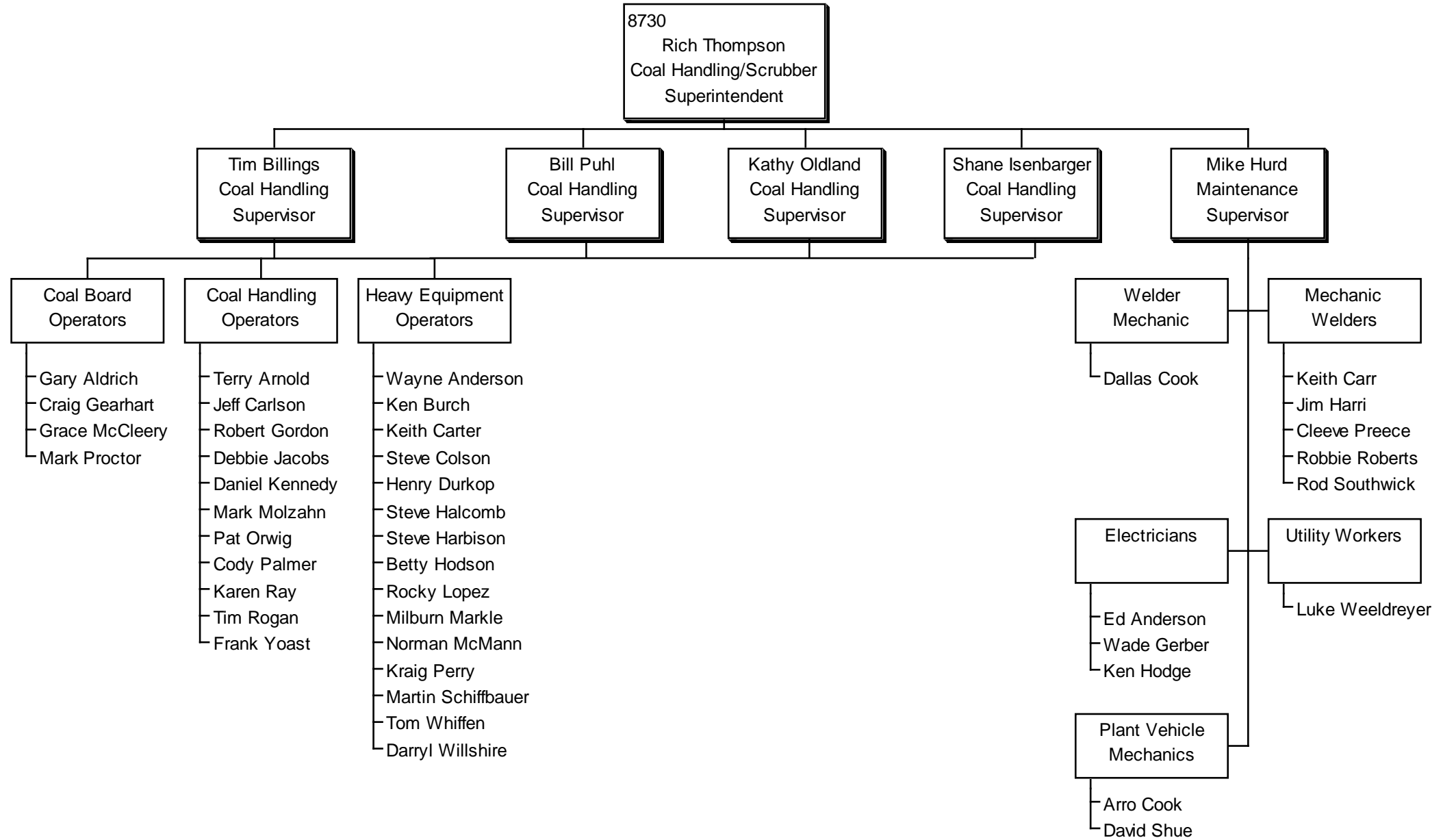


Posted Positions at Craig Station
 1 Chemistry Specialist
 1 I&C Technician Apprentice
 1 JL I&C Technicians
 2 JL Electrician
 1 JL Lineman
 7 Utility Workers - to fill future vacancies
 1 Scrubber Operator
 1 Scrubber Supervisor
 1 Welder Mechanic

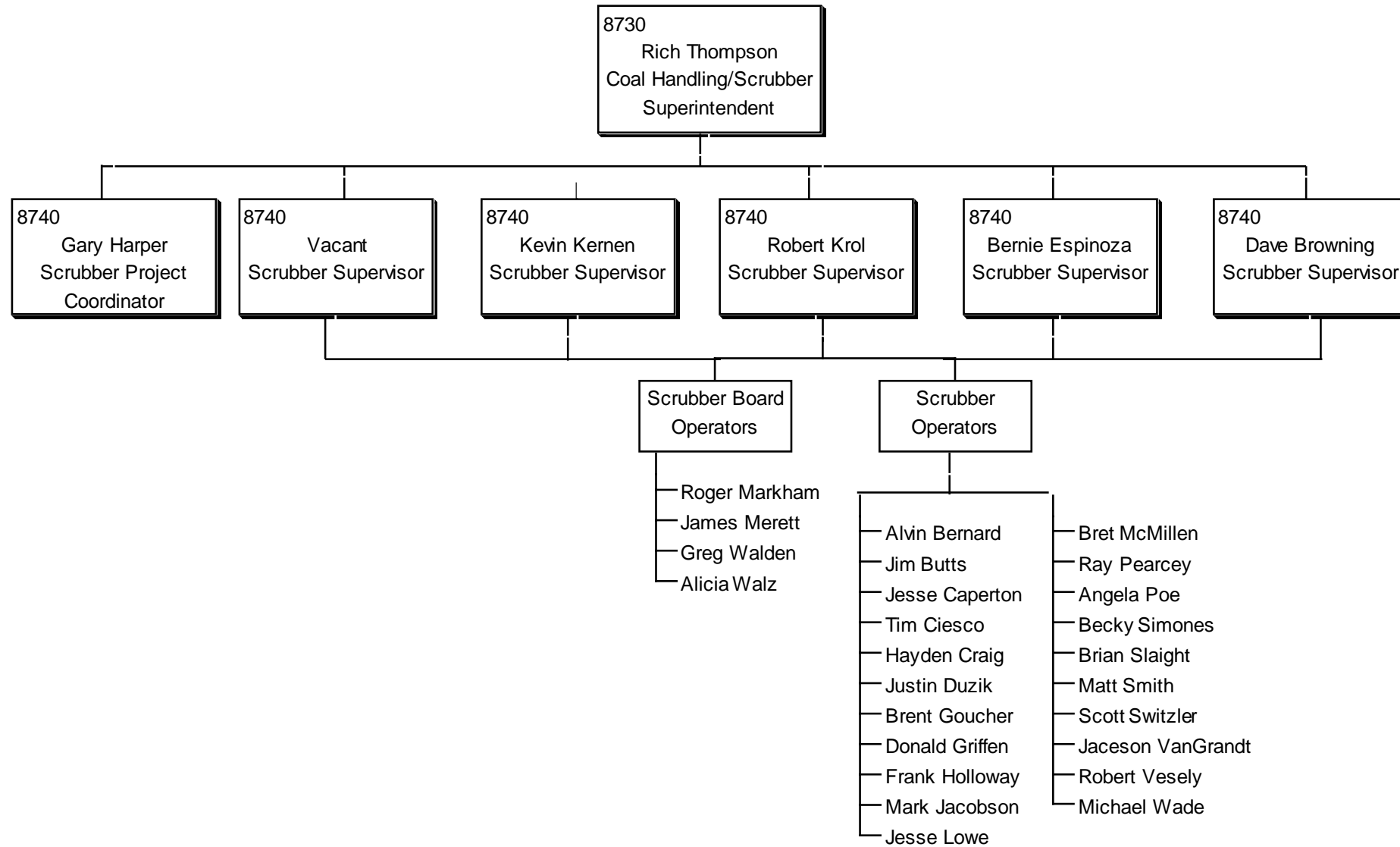
CRAIG STATION
ORGANIZATION STRUCTURE



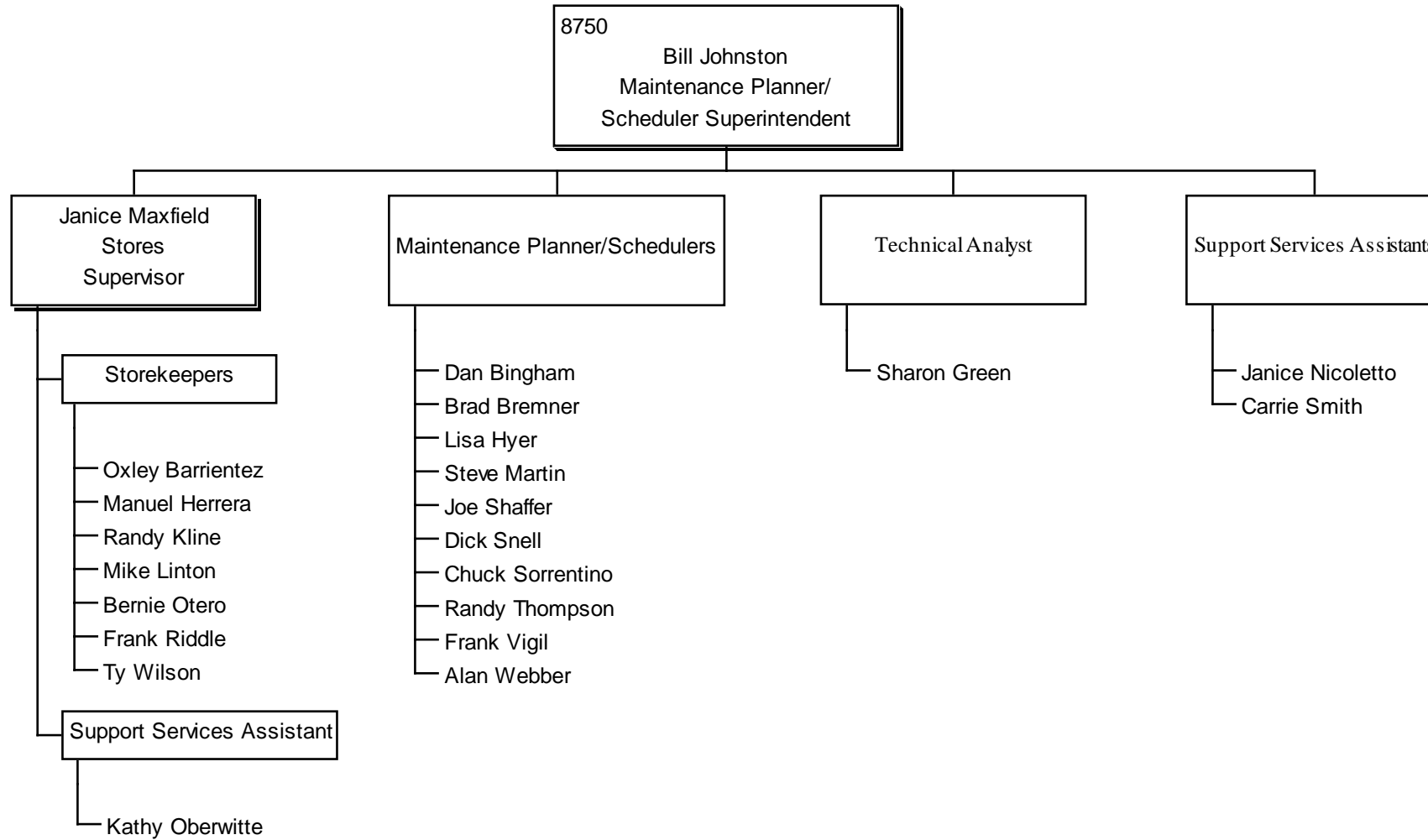
CRAIG STATION
ORGANIZATION STRUCTURE



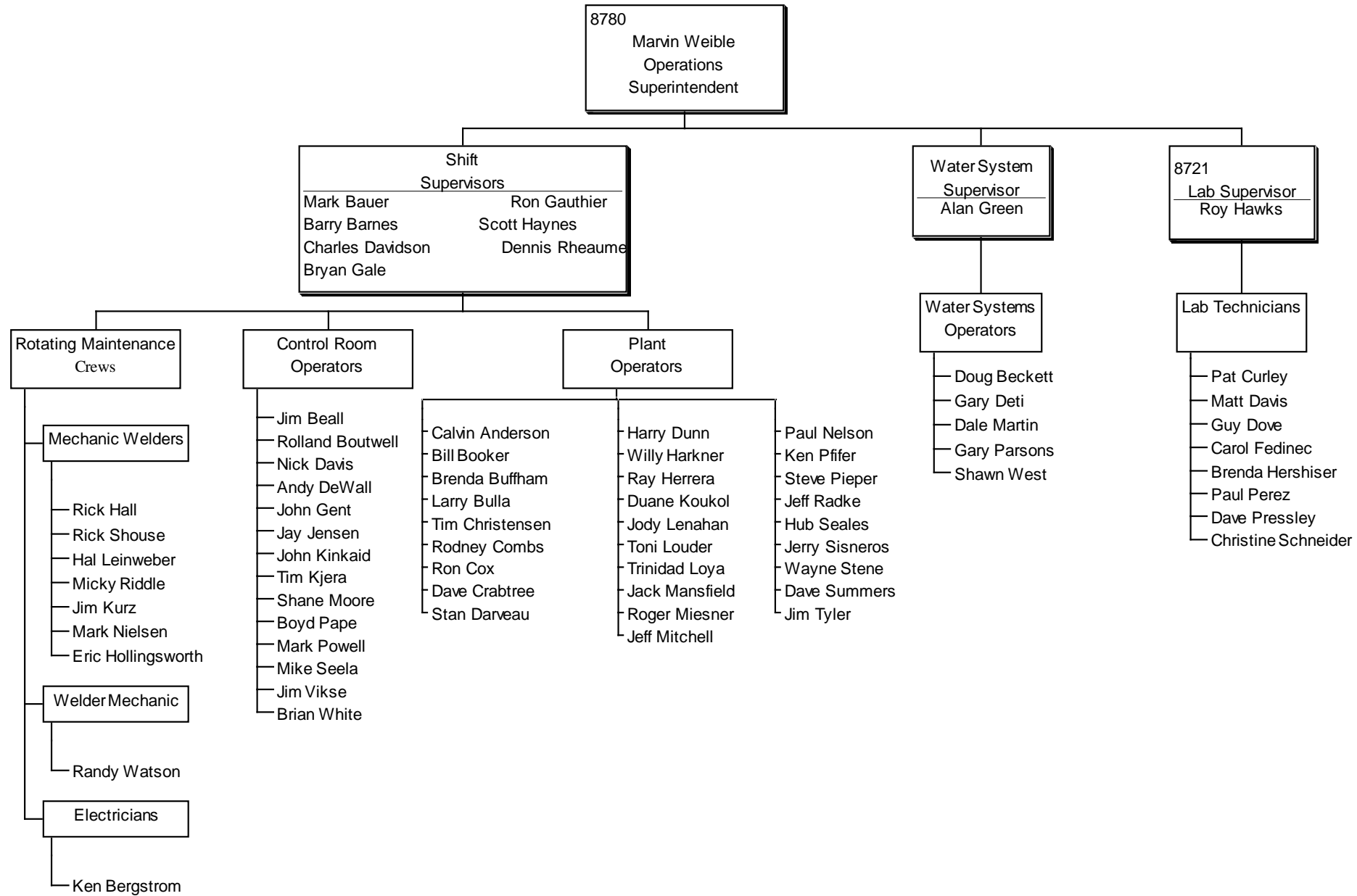
CRAIG STATION
ORGANIZATION STRUCTURE



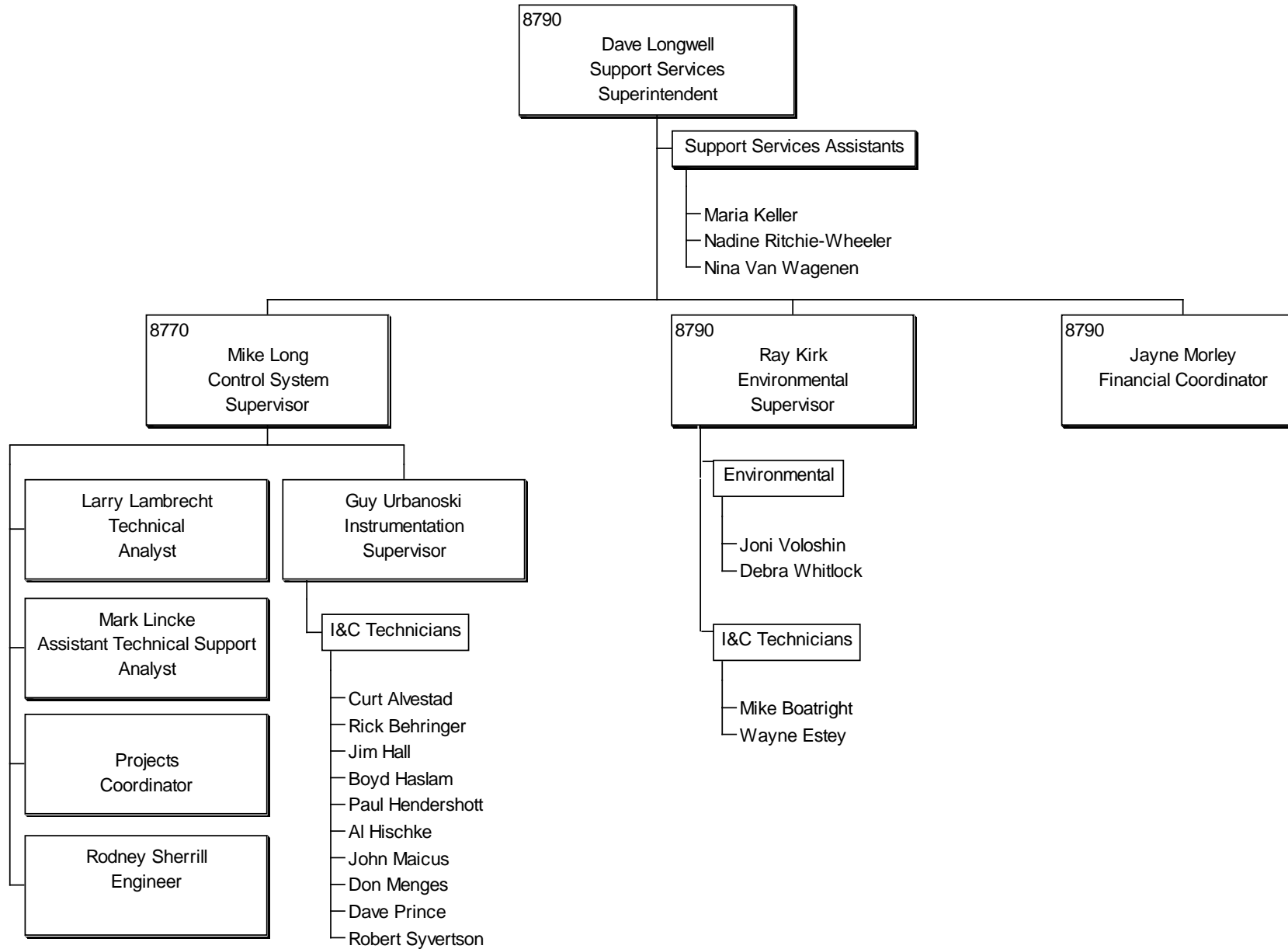
CRAIG STATION
ORGANIZATION STRUCTURE



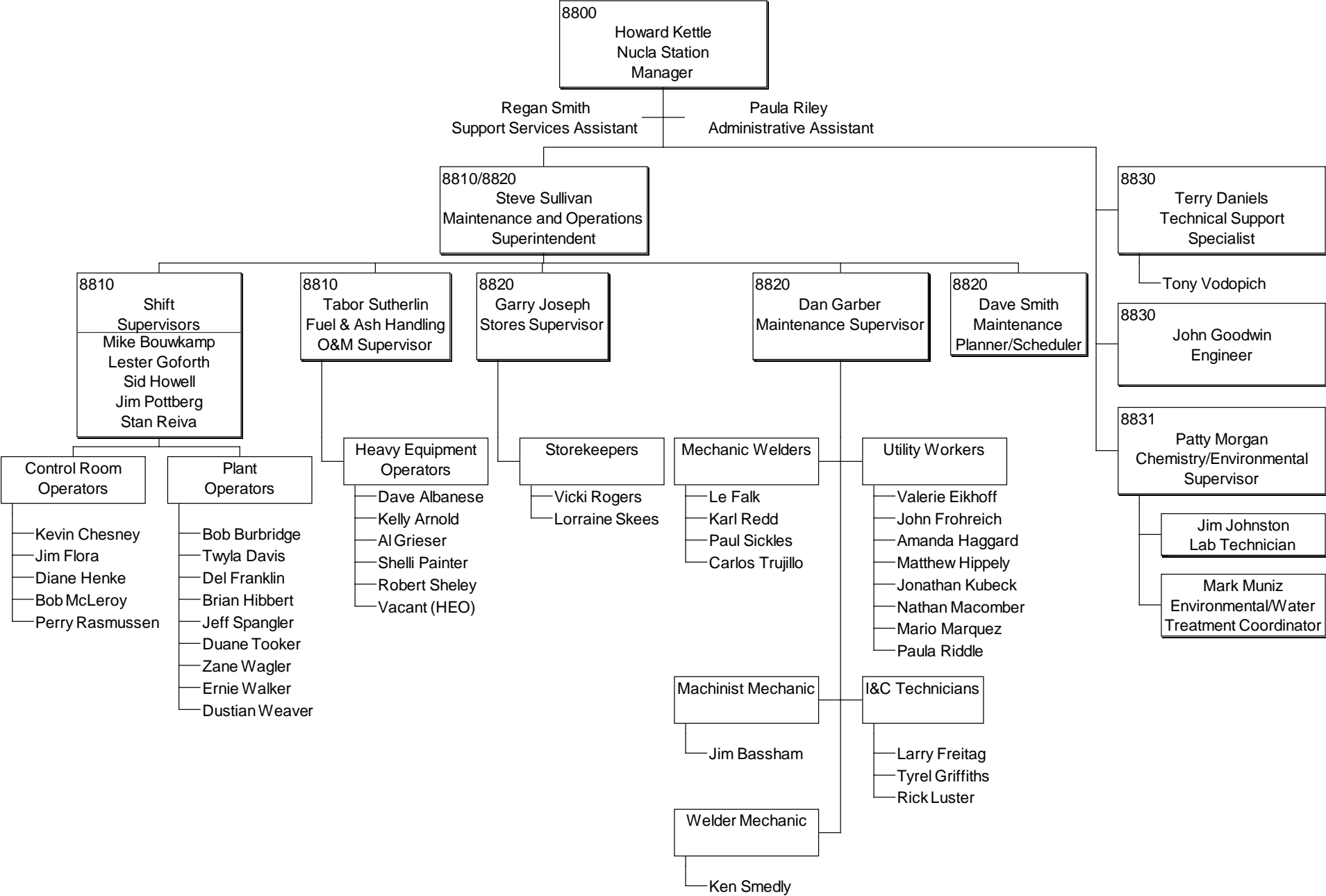
CRAIG STATION
ORGANIZATION STRUCTURE



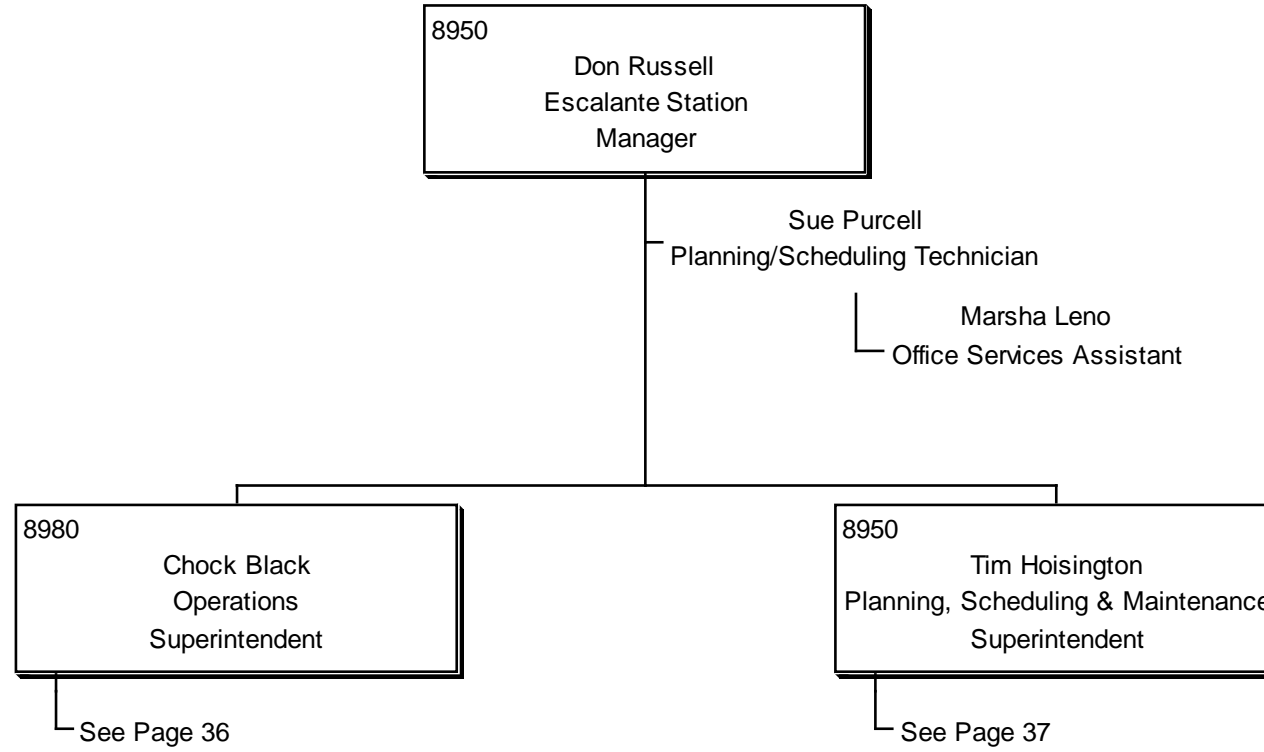
CRAIG STATION ORGANIZATION STRUCTURE



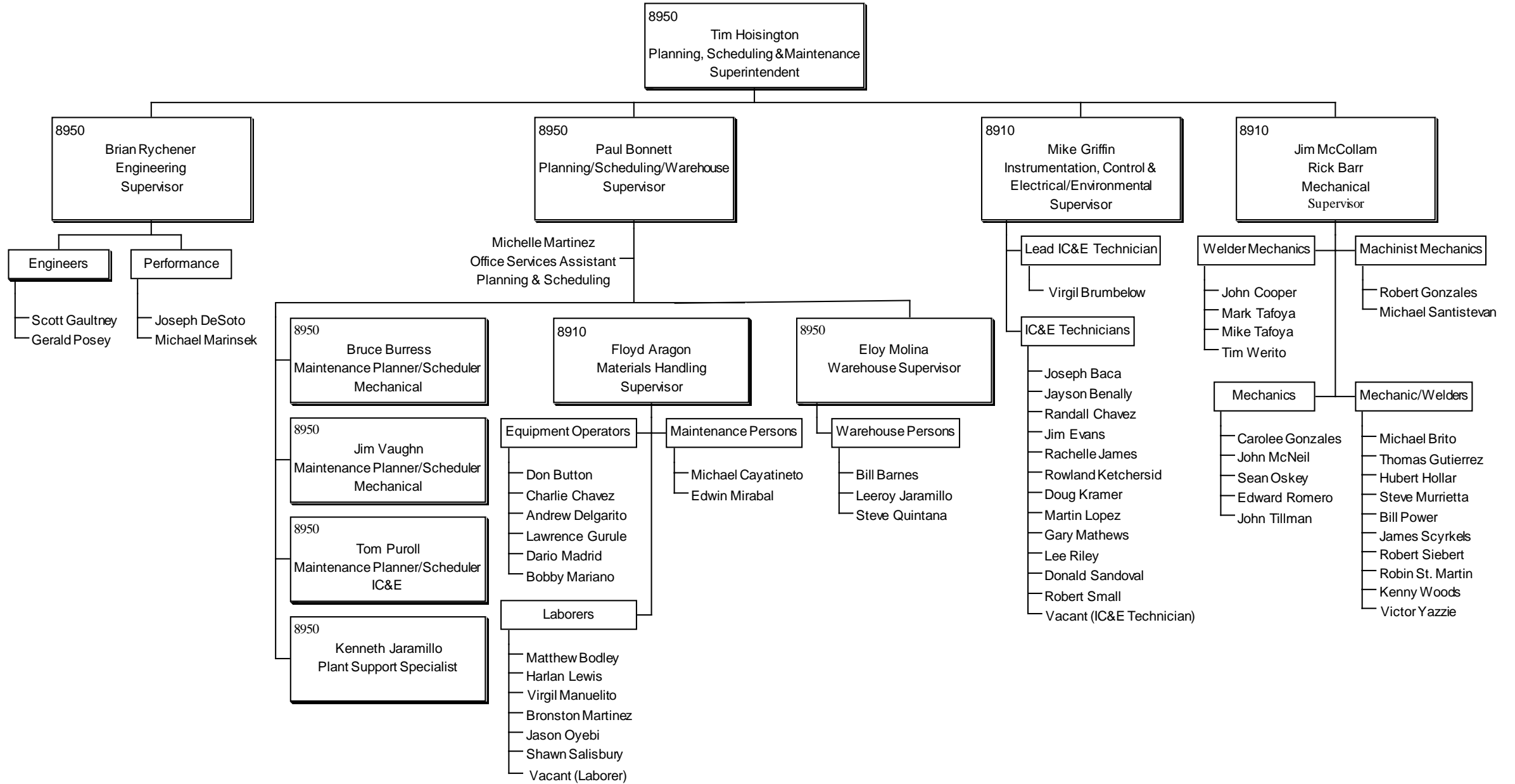
NUCLA STATION ORGANIZATION STRUCTURE



ESCALANTE STATION
ORGANIZATION STRUCTURE



ESCALANTE STATION ORGANIZATION STRUCTURE



ESCALANTE STATION
ORGANIZATION STRUCTURE

