



STRATEGIC PLAN

2026-2028

OVERVIEW

High West Energy has been proudly serving regions of Wyoming, Colorado, and Nebraska for over 88 years, having been founded in 1937. The cooperative takes great pride in its financial stability, competitive salaries and benefits, as well as the extensive knowledge possessed by its team.

This strategic plan provides a flexible roadmap to effectively address growth opportunities for the cooperative, as well as the ever-changing landscape of the electric industry.

MISSION STATEMENT

High West Energy's mission is to serve our members and communities by providing safe, reliable, and reasonably priced energy and services.

VISION STATEMENT

Your innovative energy resources partner.

CORE VALUES



Friendly

We will be friendly by maintaining a positive attitude, treating each other with dignity, and communicating honestly and respectfully.



Innovative

We will foster a culture of innovation by valuing the opinions of others and encouraging progressive ideas.



Hard working

We will work together to achieve our common goals by being conscientious, taking responsibility for our results and upholding our commitments.



Integrity

We will, every day, be models of integrity, striving to be dependable to keep our promises to earn the trust of those we serve.

High West Energy has summarized the key issues, opportunities, and risks into eight strategic themes that are of utmost importance. This strategic plan serves as a guide for its business plans, financials, and personnel matters.

Safety Culture Enhancement



Objective: Engage all staff in safety practices through support and empowerment, utilizing metrics including Total Recordable Incident Rate (TRIR) to gauge effectiveness.

Initiatives: Enhance safety training and practices, monitor and improve safety performance metrics

Human Resources Development



Objective: Leverage employee growth and align training with organizational needs.

Initiatives: Continue to develop succession planning, encourage and schedule applicable training, and address organizational needs

Financial Management



Objective: Maintain affordable and reasonably priced rates while strengthening the overall financial health of the cooperative.

Initiatives: Support plant investments, maintain equity ratio, meet cash flow budgets

Operational Reliability



Objective: Implement and develop a construction work plan, informed by staff and outage data, to strengthen infrastructure and minimize outages.

Initiatives: Rebuild and maintain aging infrastructure, plan potential substations, ensure reliable infrastructure, system maintenance and growth, plant redundancy, and inventory control

Community Engagement



Objective: Enhance member relations and foster active community involvement.

Initiatives: Increase volunteerism, expand educational outreach, partner with local schools and youth organizations

Power Supply Collaboration



Objective: Maintain partnerships with power suppliers to ensure equitable pricing and capacity management, while exploring alternative power supply technologies.

Initiatives: Evaluate energy sourcing strategies

Technology



Objective: Strengthen cooperative resilience by embracing innovative technologies that enhance grid reliability, fortify cybersecurity, and enable business agility.

Initiatives: Develop technology roadmap, maintain high cybersecurity standards, implement fiberoptic communications

Corporate Governance



Objective: Encourage board members to engage in training and legislative efforts to support the electric utility industry and the cooperative's needs.

Initiatives: Board Member training, response to regulatory changes, cooperation with other cooperatives