



RURAL ELECTRIFICATION ADMINISTRATION
U. S. DEPARTMENT OF AGRICULTURE

CALLAWAY MILLS COMPANY
LAGRANGE, GEORGIA

No. 572484

EMPLOYEE NUMBER	PAY PERIOD ENDED	HOURS	EARNINGS	
			REGULAR	PREMIUM
501904	01 30 66	40 0	64	



CALLAWAY MILLS COMPANY
LAGRANGE, GEORGIA

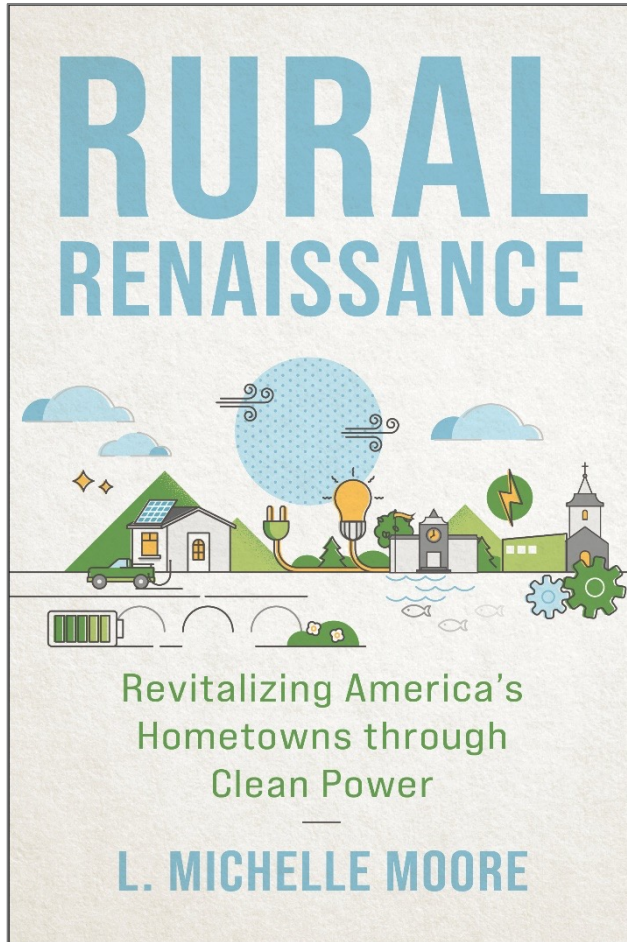
No. 579074

HOURS	EARNINGS		TOTAL
	REGULAR	PREMIUM	
40 0	64 40	3 42	67 82
22	5 85	2 85	57 40
		FICA	NET PAY



YEAR-TO-DATE			
1 68	37 76	18 95	451 50
STATE WITHHOLDING	FEDERAL WITHHOLDING	FICA	TOTAL EARNINGS

EMPLOYEE SHOULD DETACH AND RETAIN THIS STATEMENT



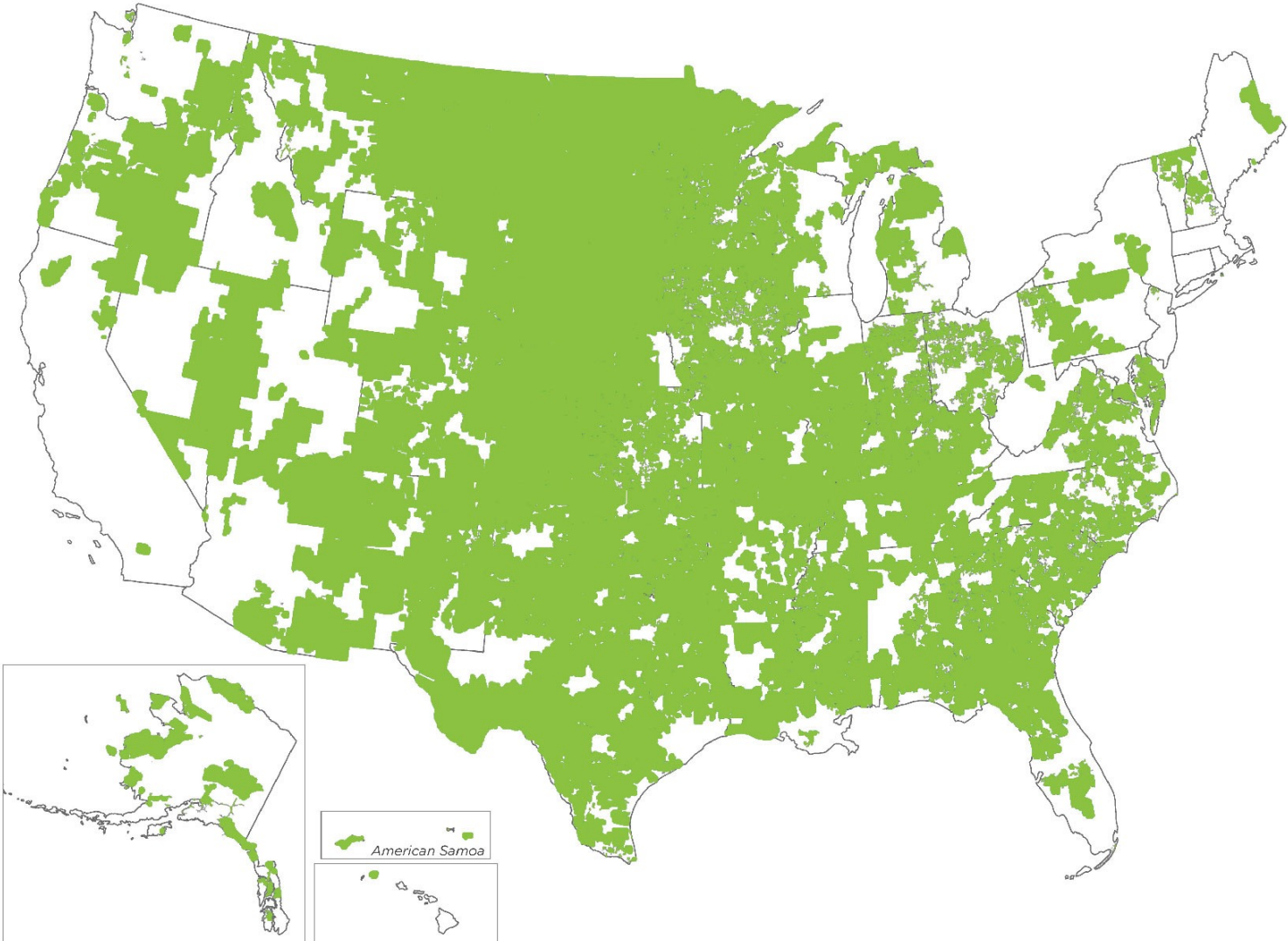
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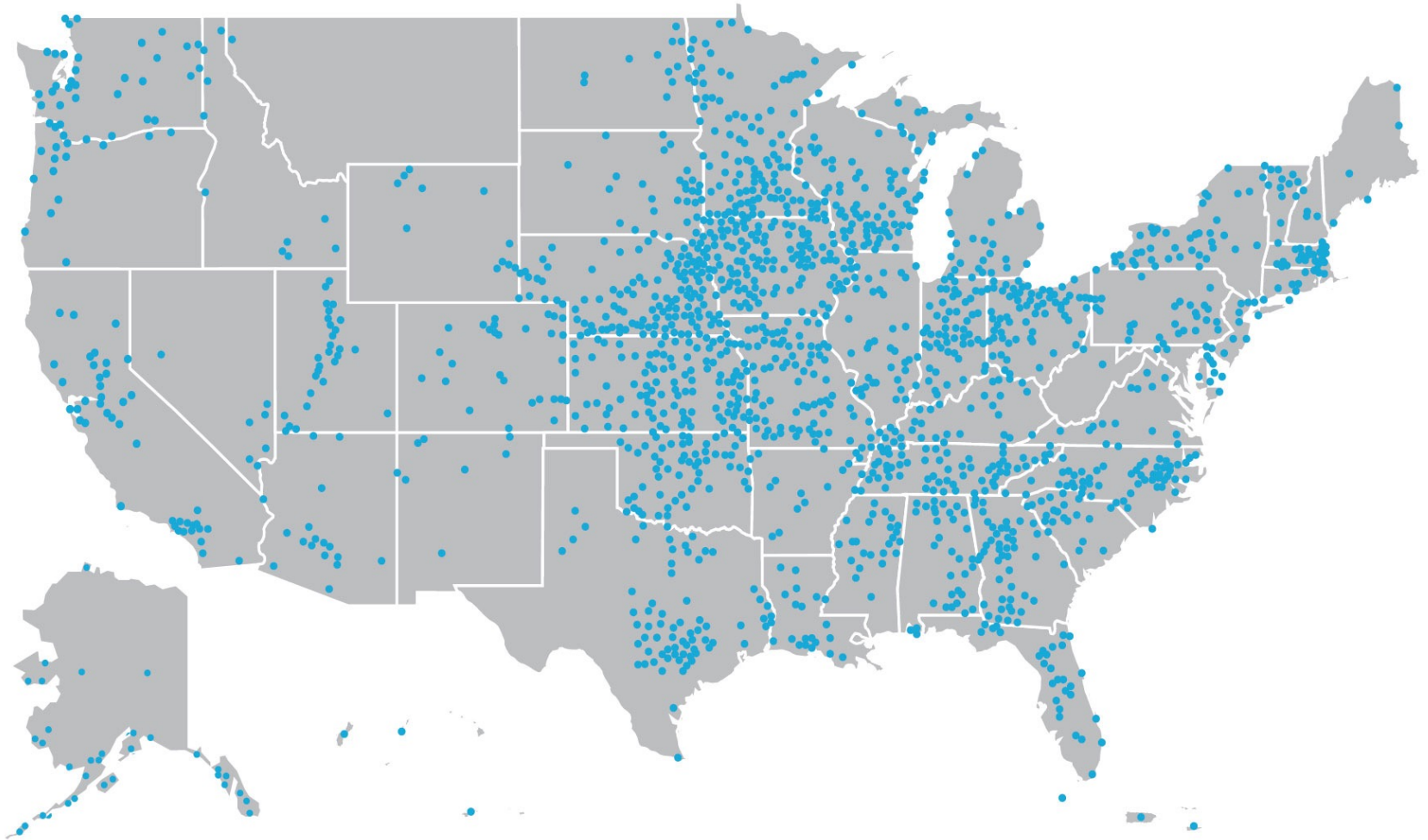
Service Territories of Rural Electric Cooperatives

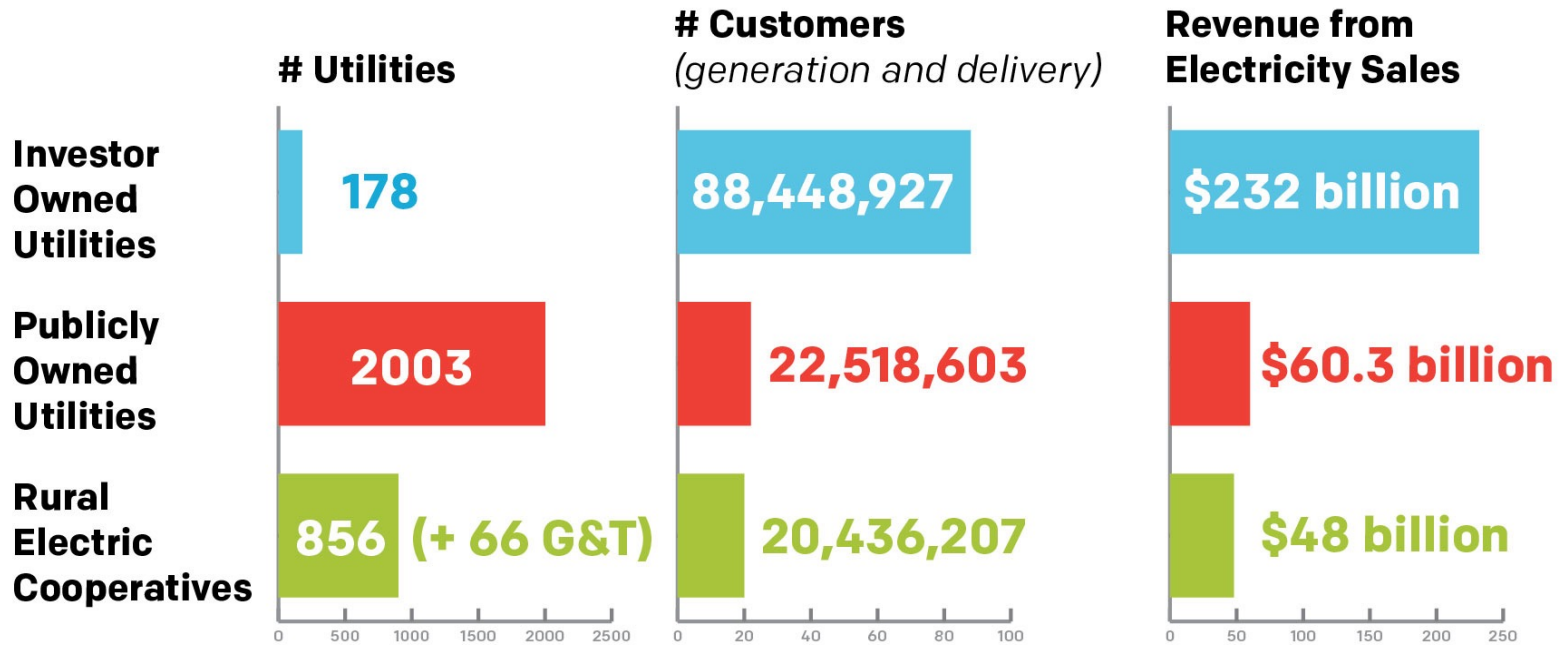


REV: February 2020

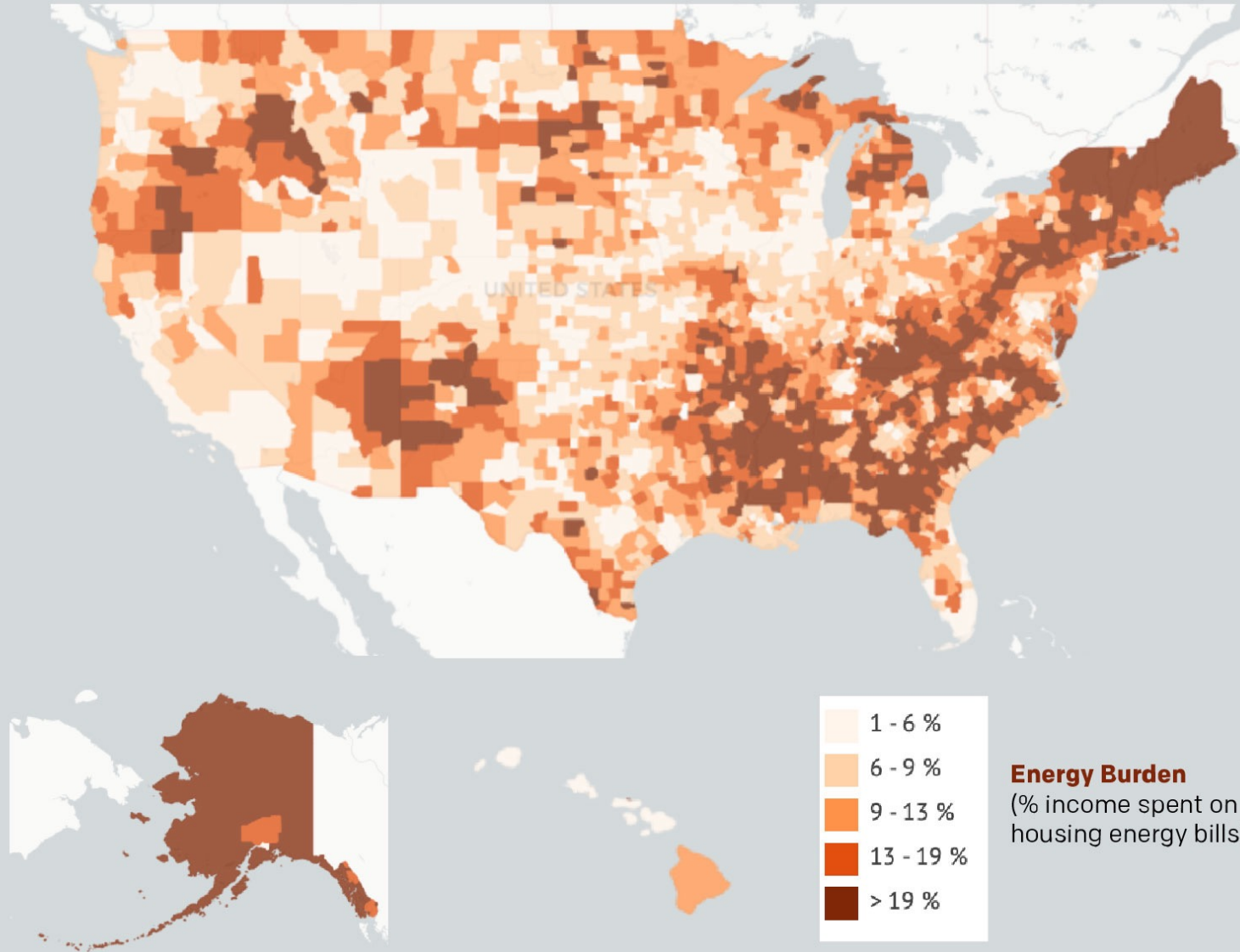
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Locations Served by Public Power Utilities





ENERGY BURDENS IN THE UNITED STATES



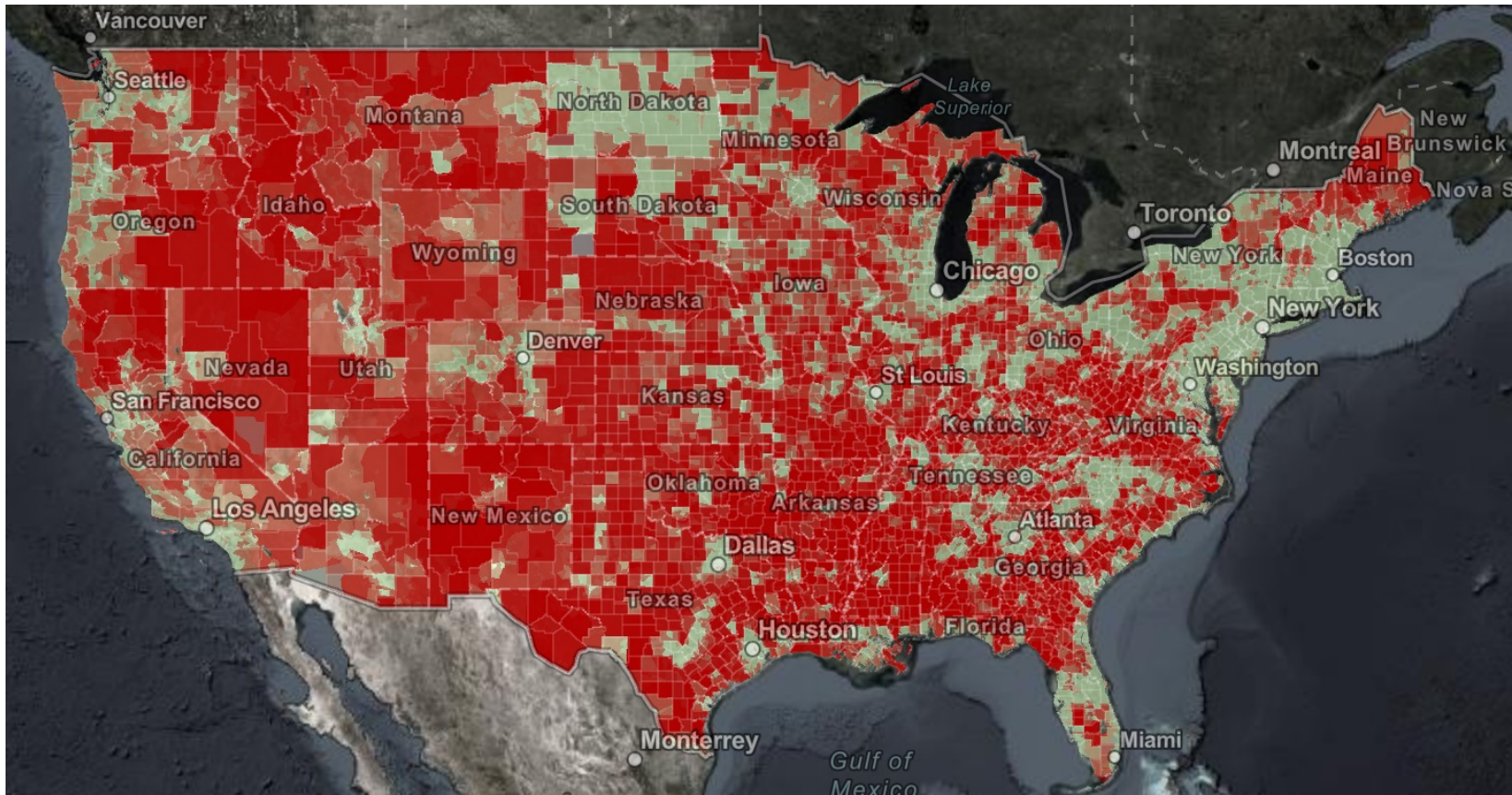
7 STATES WITH THE MOST ENERGY BURDEN

IN THESE STATES, THE POOREST HOUSEHOLDS PAY THE MOST FOR ENERGY

STATE	ENERGY BURDEN %
ALASKA	42.4%
MAINE	40.4%
VERMONT	27.2%
MISSISSIPPI	26.7%
HAWAII	23.1%
SOUTH CAROLINA	22.0%
ALABAMA	20.9%



#RURALRENAISSANCE



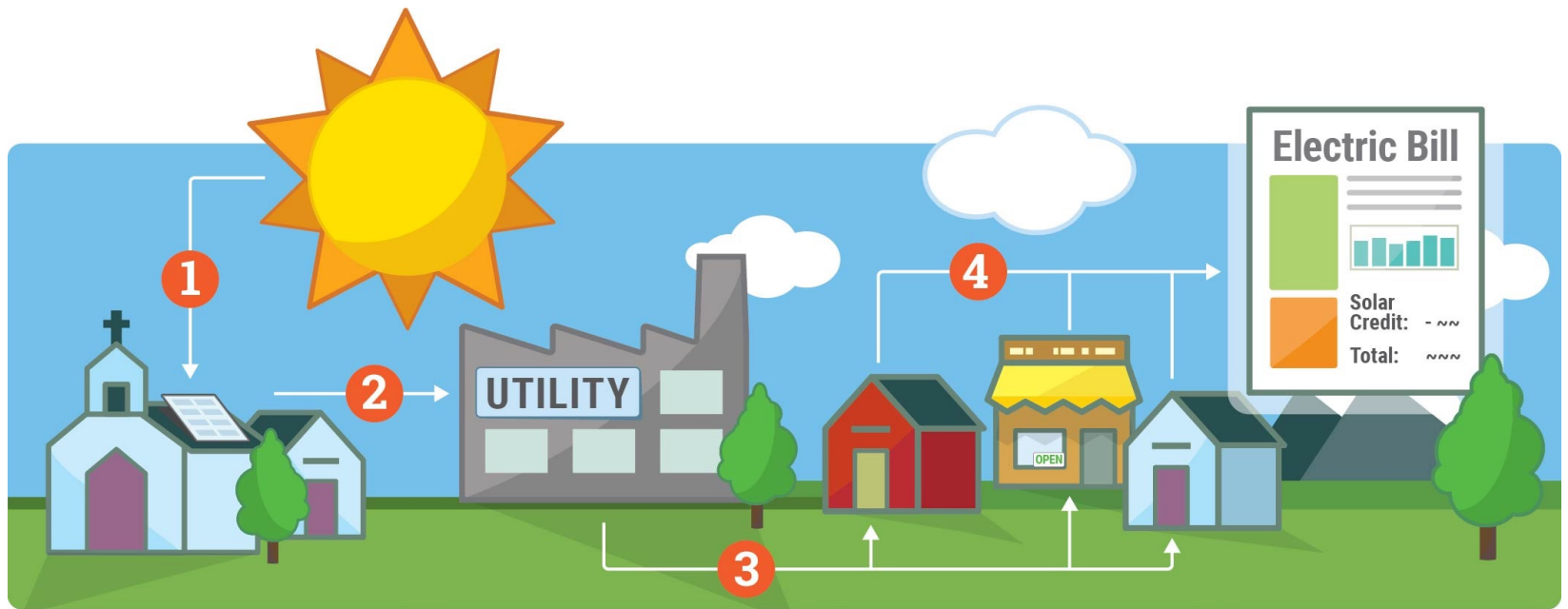
S O U L



L A G R A N G E

G E O R G I A





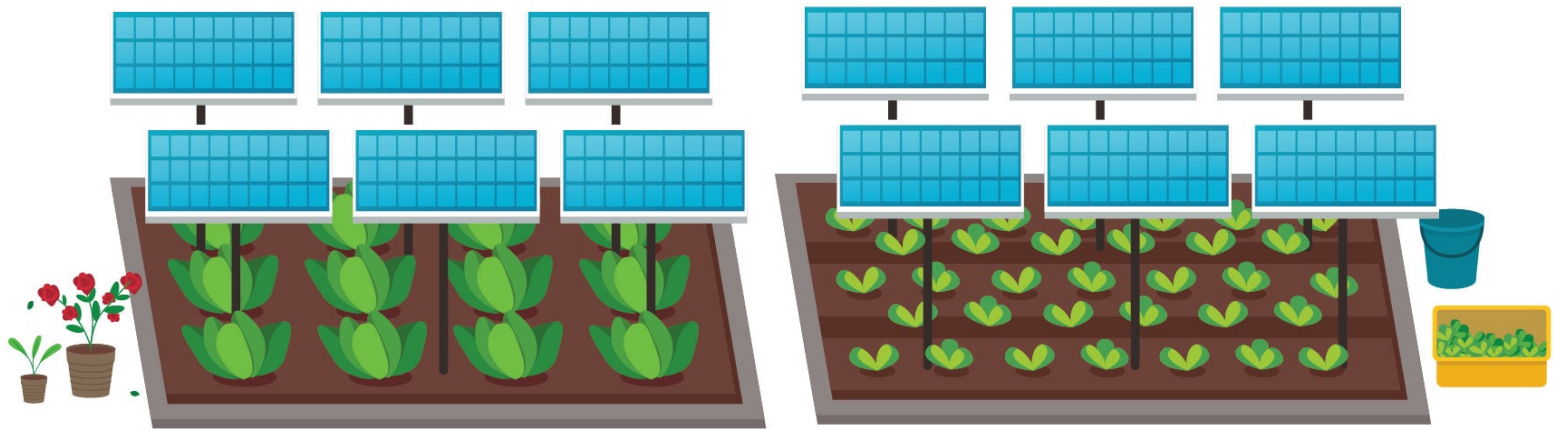
1
You subscribe to community solar.

2
The solar panels in your community produce electricity, metered by the local utility company.

3
Your local utility company then distributes the electricity to surrounding neighborhoods and business.

4
You receive a credit on your utility bill for the electricity your subscription generates, save money, and help support clean energy.

AGRIVOLTAICS



THE SEVEN COOPERATIVE PRINCIPLES



1. Open and Voluntary Membership

Membership in a cooperative is open to all people who can reasonably use its services and stand willing to accept the responsibilities of membership, regardless of race, religion, gender, or economic circumstances.



2. Democratic Member Control

Cooperatives are democratic organizations controlled by their members, who actively participate in setting policies and making decisions. Representatives (directors/trustees) are elected among the membership and are accountable to them. In primary cooperatives, members have equal voting rights (one member, one vote); cooperatives at other levels are organized in a democratic manner.



3. Members' Economic Participation

Members contribute equitably to, and democratically control, the capital of their cooperative. At least part of that capital remains the common property of the cooperative. Members allocate surpluses for any or all of the following purposes: developing the cooperative; setting up reserves; benefiting members in proportion to their transactions with the cooperative; and supporting other activities approved by the membership.



4. Autonomy and Independence

Cooperatives are autonomous, self-help organizations controlled by their members. If they enter into agreements with other organizations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control as well as their unique identity.



5. Education, Training, and Information

Education and training for members, elected representatives (directors/trustees), CEOs, and employees help them effectively contribute to the development of their cooperatives. Communications about the nature and benefits of cooperatives, particularly with the general public and opinion leaders, help boost cooperative understanding.



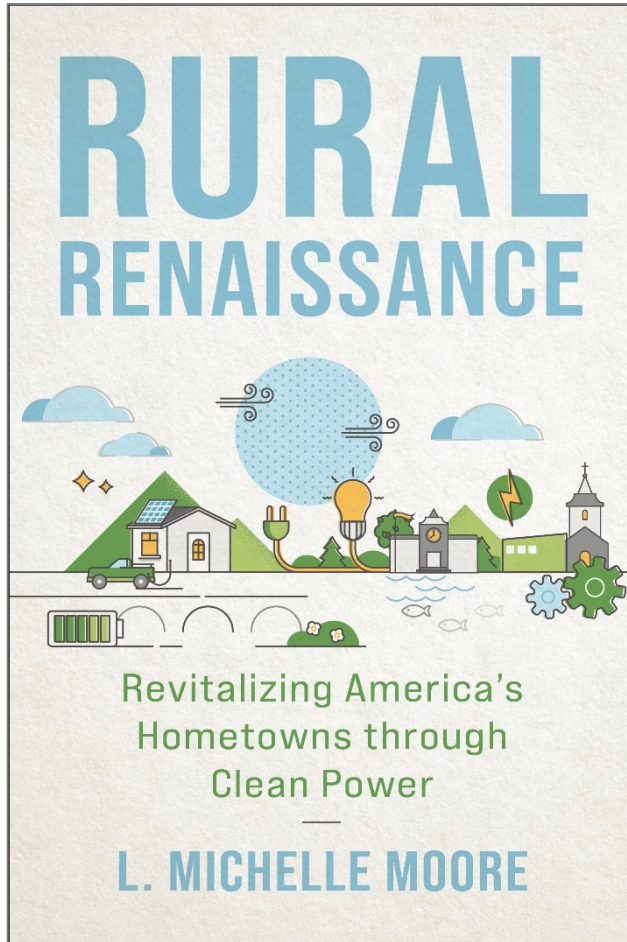
6. Cooperation Among Cooperatives

By working together through local, national, regional and international structures, cooperatives improve services, bolster local economies, and deal more effectively with social and community needs.



7. Concern for Community

Cooperatives work for the sustainable development of their communities through policies supported by the membership.



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