National Telecommunications and Information Administration (NTIA)
Middle Mile Grant Program
Bi-Annual Performance Report

Note: Form instructions and definitions will be created to support the report. Instructional guidance and training will be developed. Numbering to be updated based on final approved form.

RECIPIENT NAME:

Dairyland Power Cooperative

OMB Control No.	0660-0052
Expiration Date:	4/30/2026

Middle Mile Grant Program Bi-Annual Performance Report

A. GENERAL INFORMATION

GENERAL	**1a. Recipient Organization:**	**Dairyland Power Cooperative**	**1h. Award Identification Number:**	**55-40-MM581**		
	1b. Recipient Street Address:	**3200 East Avenue S P.O. Box 817**	**1i. Report Date (MM/DD/YYYY):**	10/30/2023		
	1c. City, Sate, and Zip Code:	**La Crosse, WI 54601-0817**	**1j. Final Report:**	**Yes** ☐	**No** ☑	
	1d. Unique Entity Identification (UEI) Number:	**DRAXZ35QNRS3**	**1k. Report Period Start Date (MM/DD/YYYY):**	**7/1/2023**		
	1e. Award Start Date (MM/DD/YYYY):	**7/1/2023**	**1l. Report Period End Date (MM/DD/YYYY):**	**9/30/2023**		
	1f. Award End Date (MM/DD/YYYY):	**6/30/2026**				
	1g. Name of Person Completing Report:	**Kim Helgerson**				

B. PROJECT NARRATIVE

PROJECT NARRATIVE	Please use the section below to provide a project narrative of the project(s). This section aims to help reviewers better understand what project is being proposed and steps taken to achieve this goal.	
	2a. A brief description of the recipient's organization and scope of work/project priorities:	**Dairyland Power Cooperative is a recipient of federal funding through the National Telecommunications and Information Administration's Enabling Middle Mile Broadband Infrastructure Program (MMPG) to enhance rural broadband access in Wisconsin, Minnesota, and Iowa. DPC's Tri-State Fiber Deployment Pr**
	2b. An overview of the significant outputs and outcomes to be accomplished in the project:	**The Tri-State Fiber Deployment Project (TSFDP) consists of installing 240.23 miles of fiber across eight segments on existing transmission lines over three years, aiming for completion in 2026. The eight segments as identified by DPC will be evaluated as two independent utility cases for the purposes of environmer**
	2c. How would the project meet the recipient's business and/or administrative need(s)?	**Dairyland Power Cooperative's Tri-State Fiber Deployment Project (TSFDP) addresses pressing economic and educational needs in underserved rural areas of Wisconsin, Minnesota, and Iowa. The lack of affordable, high-speed broadband has hindered economic development and educational opportunities in thes**
	2d. Provide an overview of key accomplishments achieved for this reporting period on the MM infrastructure project.	**This is the first bi-annual performance report for Dairyland Power Cooperative. During this first period, DPC has been working on establishing internal procedures and getting processes in place to begin the construction of the Tri-State Fiber Deployment Project.**
	2e. Provide any roadblock experienced during this reporting period impacting the expansion of the MM infrastructure project (i.e., supply chain, availability of labor).	**This is the first bi-annual performance report for Dairyland Power Cooperative. During this first period, DPC has not experienced any roadblocks.**
	2f. Provide any barriers to improving job quality experienced during this reporting period.	**This is the first bi-annual performance report for Dairyland Power Cooperative. During this first period, DPC has not experienced any barriers to improving job quality.**

C. INFRASTRUCTURE MILESTONE CATEGORIES AND PROJECT TIMELINE

INFRASTRUCTURE MILESTONE CATEGORIES AND PROJECT TIMELINE

Please use the chart below to provide the start date and end date of your project.

OVERALL PROJECT	PROJECT DURATION	3a. PROJECT START DATE	3b. PROJECT END DATE
	1095	July 1, 2023	June 30, 2026

Please provide the duration for each milestone category of your project. The duration should be based on the start and end dates of each category. For example, if you expect to complete a particular milestone within two weeks, fill in the total days (14) in the duration field.

Please use the table provided to indicate your EXPECTED percentage of completion on a bi-annual basis for each year of your project. Year 1 begins with your award start date.

The percentage of completion should be based primarily on the expenditure of your project budget and should be reported cumulatively from award inception through the end of each semi-annual reporting period. For example, if you expect to complete a particular milestone within the first three periods of your project, the third period and all subsequent periods should state 100%.

Please write "0" in the duration field if your project does not include an activity. If necessary, please insert additional milestones at the end.

ANTICIPATED PROJECT MILESTONES				Year 1 Baseline		Year 2 Baseline		Year 3 Baseline		Year 4 Baseline		Year 5 Baseline	
3c. MILESTONE CATEGORIES	3d. DURATION (Days)	3e. START DATE	3f. END DATE	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
Overall Project	1083	July 1, 2023	June 18, 2026	4%	15%	30%	41%	60%	86%	100%			
Environmental Assessment	897	July 3, 2023	December 16, 2025	8%	25%	42%	58%	75%	100%	100%			
Network Design	752	July 3, 2023	July 24, 2025	8%	25%	42%	58%	69%	100%	100%			
Rights Of Way	994	July 3, 2023	March 23, 2026	8%	25%	42%	58%	75%	100%	100%			
Construction Permits And Other Approvals	737	November 14, 2023	November 20, 2025	0%	14%	31%	44%	89%	100%	100%			
Site Preparation	675	February 26, 2024	January 1, 2026	0%	6%	22%	28%	44%	72%	100%			
Equipment Procurement	868	July 3, 2023	November 17, 2025	8%	25%	42%	58%	75%	100%	100%			
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)	822	March 18, 2024	June 18, 2026	0%	3%	19%	22%	39%	89%	100%			
Equipment Deployment	738	December 18, 2023	December 25, 2025	0%	8%	25%	33%	50%	83%	100%			
Network Testing	742	June 6, 2024	June 18, 2026	0%	0%	8%	8%	25%	33%	100%			
Status of Procurement	N/A												
Other (please specify):	N/A												

% OF PROJECT COMPLETION

Please use the table provided to indicate your ACTUAL percentage of completion on a bi-annual basis for each year of your project. Year 1 begins with your award start date.

The percentage of completion should be based primarily on the expenditure of your project budget and should be reported cumulatively from award inception through the end of each semi-annual reporting period. For example, if you expect to complete a particular milestone within the first three periods of your project, the third period and all subsequent periods should state 100%.

Please provide a brief description of the primary activities involved in meeting each milestone (a single description should be provided for each milestone, covering all periods in years one through N). Please write "N/A" if your project does not include an activity. If necessary, please insert additional milestones at the bottom of the chart. Please add additional milestones as applicable.

ACTUAL PROJECT MILESTONES		Year 1		Year 2		Year 3		Year 4		Year 5	
		Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
4a. MILESTONE	4b. DESCRIPTION	Actual Milestone Completion (Cumulative)									
Overall Project	**Project commencement through project end**	4%									
Environmental Assessment	**atened and endangered species as well as individual state departu**	8%									
Network Design	**tailed engineering design 1005 complete and issued for constructi**	8%									
Rights Of Way	**Abstracting complete. Easements reviewed and acquired.**	8%									
Construction Permits And Other Approvals	**N/A**	0%									
Site Preparation	**N/A**	0%									
Equipment Procurement	**pment required for construction has been procured and in the wa**	8%									
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)	**N/A**	0%									
Equipment Deployment	**N/A**	0%									
Network Testing	**N/A**	0%									
Status of Procurement	**N/A**	0%									
Other (please specify):	**N/A**										

Subrecipient and Subawards

List of Subrecipient(s) that received a subaward or subcontract from the eligible entity and a description of the specific project for which grant funds were provided.

Associate projects names to any subrecipient or subaward associated with grant, approved grant funds, and expenditures to date.

5a. Project Name	5b. Project Description	5c. Subrecipient	5d. Minority Business Enterprise (MBE)	5e. Women's Business Enterprise (WBE)	5f. Labor Surplus Area Firm	5g. Awarded Funds	5h. Expenditures to Date	5i. Remaining Grant Balance	5j. % of work complete
N/A	N/A	N/A	Yes ☐	Yes ☐	Yes ☐	N/A	N/A	N/A	N/A
N/A	N/A	N/A	Yes ☐	Yes ☐	Yes ☐	N/A	N/A	N/A	N/A
N/A	N/A	N/A	Yes ☐	Yes ☐	Yes ☐	N/A	N/A	N/A	N/A
N/A	N/A	N/A	Yes ☐	Yes ☐	Yes ☐	N/A	N/A	N/A	N/A

D. INFRASTRUCTURE BUDGET EXECUTION DETAILS

INFRASTRUCTURE BUDGET EXECUTION DETAILS

Please provide details below on your total budget and total fund expended to date for each budget element, including detailed disbursements of both matching funds approved and federal funds obligated from project inception through end of this reporting period. Figures should be reported cumulatively from award inception to the end of the applicable reporting period.

6a. Projected Budget Element	6b. Federal Funds	6c. Non-Federal Funds	6d. Total Project Budget	6e. Total Federal Funds Expended to Date	6f. Total Non-Federal Funds Expended to Date	6g. Total Funds Expended	6h. Percent of Federal Funding Expended to Date (Cumulative)
Administrative and legal expenses	$ 387,884.00	$ 403,716.00	$ 791,600.00	$ 33,978.07	$ 35,364.93	$ 69,343.00	9%
Land, structures, rights-of way, appraisals, etc.	$ 414,540.00	$ 431,460.00	$ 846,000.00	$ 16,621.24	$ 17,299.66	$ 33,920.90	4%
Relocation expenses and payments	$ 276,360.00	$ 287,640.00	$ 564,000.00	$ 3,087.00	$ 3,213.00	$ 6,300.00	1%
Architectural and engineering fees	$ 825,748.00	$ 859,452.00	$ 1,685,200.00	$ 50,975.19	$ 53,055.81	$ 104,031.00	6%
Other architectural and engineering fees	$ 414,417.50	$ 431,332.50	$ 845,750.00	$ 3,721.09	$ 3,872.98	$ 7,594.07	1%
Project inspection fees	$ 700,210.00	$ 728,790.00	$ 1,429,000.00	$ -	$ -	$ -	0%
Site work	$ 414,540.00	$ 431,460.00	$ 846,000.00	$ -	$ -	$ -	0%
Demolition and removal	$ 691,096.00	$ 719,304.00	$ 1,410,400.00	$ -	$ -	$ -	0%
Construction	$ 4,931,360.00	$ 5,132,640.00	$ 10,064,000.00	$ -	$ -	$ -	0%
Equipment	$ -	$ -	$ -	$ -	$ -	$ -	0%
Miscellaneous	$ 4,420,499.72	$ 4,600,928.28	$ 9,021,428.00	$ -	$ -	$ -	0%
Subtotal	**$ 13,476,655.22**	**$ 14,026,722.78**	**$ 27,503,378.00**	**$ 108,382.59**	**$ 112,806.38**	**$ 221,188.97**	**1%**
Contingencies	$ 1,413,422.57	$ 1,471,113.29	$ 2,884,535.86	$ -	$ -	$ -	0%
Totals	**$ 14,890,077.79**	**$ 15,497,836.07**	**$ 30,387,913.86**	**$ 108,382.59**	**$ 112,806.38**	**$ 221,188.97**	**1%**

E. COMMUNITY BENEFIT AGREEMENT

COMMUNITY BENEFIT AGREEMENT

As stated in the MM Grant Program NOFO a Community Benefit Agreement (CBA) is an agreement signed by community benefit groups and a developer, identifying the community benefits a developer agrees to deliver, in return for community support of the project.

Please use the fields below to state the Community Benefit Group and Developer Name and describe the activities in how this partnership has supported with the Middle Mile Infrastructure project (i.e. wage agreements, targeting hiring of apprentices and disadvantaged groups in labor marker, education and training opportunities, sub-contracting to local small business for construction, services, and supply chain needs).

Description of Community Agreement

7a. Community Benefit Group Name: Please provide the name of the Community Benefit Group

N/A

7b. Developer Name: Please provide the name of the Developer

N/A

7c. Community Benefit Group and Developer Partnership: Please describe in the space below the nature of the partnership and how the MM grant funds being used are assisting to provide community support for the infrastructure project.

Dairyland Power Cooperative has substantial support for the build, there are no official CBAs for this period.

F. CLIMATE RESILIENCE

CLIMATE RESILIENCE

Recipients must demonstrate that they have sufficiently accounted for current and future weather and climate related risks to new MM infrastructure projects. At present, weather and climate related risks to broadband networks include wildfires, extreme heat and cold, inland and coastal flooding, and the extreme winds produced by weather events such as tornadoes, hurricanes, and other weather events. Because retrofitted and new infrastructure for broadband might be expected to have a lifetime of 20 years or more, recipients must account not only for current risks but also for how the frequency, severity, and nature of these extreme events may plausibly evolve as our climate continues to change over the coming decades.

Climate Resiliency Risk Mitigation

This purpose of this section is for the recipient to demonstrate that they have sufficiently accounted for current and future weather and climate-related risks to new MM infrastructure projects. In particular, each recipient should demonstrate how they've addressed the known and identifiable risks of current and future projected weather and climate conditions through measures such as (but not limited to) choice of a technology platform suitable to the climate risk of the region, reliance on alternatives siting of facilities (i.e., underground construction where appropriate), retrofitting, or hardening of existing assets, and use of network redundancy to safeguard against threats to infrastructure.

8a. Were any geographic areas identified for **this reporting period** subject to an initial and/or updated hazard screening for future weather and climate related risk? If so, please provide **the date of the screening and provide related documentation as an attachment to this report.**

No

8b Climate Resilience Category	8c. Date of Most Recent Hazard Screening	8d. Name and Title of Representative Completing Most Recent Hazard Screening	8e. Date of Report Completion
N/A	**N/A**	**N/A**	**N/A**

8f. Identified Risk: For your MM project, what are the potential weather and climate hazards that may be most important to be addressed that could impact the resiliency of the middle mile infrastructure deployed (i.e. wildfires, extreme heat and cold, inland and coastal flooding, extreme winds: tornadoes, hurricanes and other weather events)?

The WI State Climatology Office indicates that Barron, Burnett, Washburn Counties, and in particular Polk County, are at risk of severe thunderstorms. According to a fact sheet titled "Wisconsin Tornado and Severe Weather Statistics" by the National Weather Service, WI experiences thunderstorms approximately 30 days per year. Tornadoes pose an additional threat in the state of WI. The U.S. Dept. of Homeland Security's public service advertising campaign, ReadyWisconsin, indicates that WI averages 23 tornadoes per year. While tornadoes are most prevalent in the spring and summer months, they can happen at any time of year. Tornadoes and snowstorms also occur in IA, whereas MN is prone to extremely cold temperatures and occasional floods, wildfires, and tornadoes, according to Iowa PBS and the MN Dept. of Health.

8g. Weather and Climate Hazards: Were any significant climate or weather hazards experienced during this reporting period (i.e., floods, tornados) impacting infrastructure buildout or service? Briefly describe how you monitored for weather and climate caused issues for the reliability of the system. If so, please provide the date of the disaster, location and backup documentation related (i.e., news articles).

No

8h. Risks to Deployment of New Infrastructure: Has the team identified any risks impacting the deployment of new or repaired infrastructure due to current and future weather and climate-related threats during this reporting period?

No

8i. Risk Mitigation: How will the project avoid and/or mitigate the risk identified? If not applicable, please explain why.

The Dairyland Power Cooperative's Fiber projects are designed with a strong focus on mitigating and avoiding climate risks. The project accounts for current and future climate-related hazards by standardizing its infrastructure to withstand potential threats. This approach includes the installation of OPGW (Optical Ground Wire) along the electric transmission system to enhance longevity and resiliency. The cooperative takes into account the specific environmental conditions within its service area, recognizing the risk of severe weather events, such as thunderstorms and tornadoes in Wisconsin, as well as the potential for snowstorms, wildfires, and extremely cold temperatures in Minnesota and Iowa.
Dairyland Power Cooperative adheres to various transmission line codes and standards, including the National Electrical Safety Code, Rural Utilities Service, Institute of Electrical and Electronics Engineers, and local and state requirements. Additionally, the OPGW is installed to withstand environmental conditions throughout its service life. Dairyland Power Cooperative maintains a robust asset management program using an Enterprise Asset Management (EAM) system, creating work orders, and implementing maintenance practices to ensure infrastructure reliability and longevity.

8j. Additional Information: Is there any additional information you would like to share during this reporting period that the grant team should be aware of regarding the management of sustainable climate resiliency for your MM project?

N/A

8k. Additional Resources
Has the team utilized the available resources to assist with mitigation and long-term planning efforts for this reporting period? If so, which resources?
2018 National Climate Assessment
NOAA's 2022 State Climate Summaries
NOAA Disaster and Risk Mapping Tool
NOAA's Storms Event Database
NOAA Climate Explorer and Digital Coast
FEMA National Risk Index
Consulted FEMA-approved Hazard Mitigation Plans prepared by states in which they propose to build middle mile infrastructure to help identify key risk and hazards

Yes, Dairyland Power Cooperative utilized the following sources of information to consider relevant weather risks for the 20 years following deployment:
1) WI State Climatology Office (from resource outlined in NOFO)
2) National Weather Service, "Wisconsin Tornado and Sever Weather Statistics" (from resource outlined in the NOFO)
3) U.S Dept. of Homeland Security, "ReadyWisconsin"

G. Workforce

DAVIS-BACON ACT CERTIFICATION

For projects receiving over $5,000,000 (based on expected total cost), as determined by the U.S. Secretary of Labor by subchapter IV of chapter 31 of title 40, United States Code (commonly known as the "Davis-Bacon Act"), all laborers and mechanics employed by contractors and subcontractors in the performance of such project are paid wages at rates not less than those prevailing.

Davis-Bacon Act Certification

9a. Does the recipient have access to the information requested (all laborers and mechanics employed by contractors and subcontractors in the performance of such project are paid wages at rates not less than those prevailing?)	**Yes** ☐	**No** ☒	

LOCAL HIRE PRIORITIZATION AND IMPACT

Local Hire Prioritization and Impact

Local hiring is a goal or requirement to hire people who live close to the place of work. This aim is often more specifically structured as a requirement for contractors awarded certain types of publicly funded projects to recruit a certain proportion of the people working on the project from a particular area. Please **provide all direct hires and contractors supporting** the MM Infrastructure project.

Please use the table below to describe how the project prioritizes local hiring.

Hires by Race, Ethnicity and Gender	Number of Hires																				
	Race/Ethnicity																				
	9b. Hispanic or Latino			9c. Non-Hispanic/Non-Latino																	Totals
				9c-1. Men						9c-2. Women						9c-3. X					
	9b-1. Men	9b-2. Women	9b-3. X	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	
Number of Local Direct Hires	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Number of Non-Local Direct Hires	0	0	0	17	-	-	-	-	-	6	-	-	2	1	-	-	-	-	-	-	-	26
Percentage of Local Direct Hires on Award	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Number of Local Subcontractors	0	0	0	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-	-	0
Number of Non-Local Subcontractors	1		0	29	-	-	-	-	-	26	1	-	1	-	-	-	-	-	-	-	-	58
Percentage of Local Subcontractors on Award	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

DAVIS-BACON WAGES

Davis-Bacon Act Wages

Please confirm if wages are at least prevailing*

*As stated in the MM NOFO as determined by the U.S. Secretary Labor in accordance with subchapter IV of chapter 31 of title 40, United States Code (commonly known as the "Davis-Bacon Act"), for the corresponding classes of laborers and mechanics employed on projects of a character similar to the contract work in the civil subdivision of the State (or the District of Columbia) in which the work is to be performed.

10a. Are wage rates at least the Davis-Bacon prevailing wage for all laborers?	**Yes** ☐	**No** ☐	10c. Are wage rates at least the prevailing wage for all mechanics?	**Yes** ☐	**No** ☐	
10b. Please cite your source of how this information was gathered (for 10a).	**N/A construction hasn't started**		10d. Please cite your source of how this information was gathered (for 10c).	**N/A construction hasn't started**		

10e. If you answered "No" to either 10a. or 10c., please provide an attachment reporting the wages and benefits of workers on the project by job classification, and whether those wages are less than the prevailing wage.

WORKFORCE DEMOGRAPHICS

Workforce Demographic Data

Jobs by Race, Ethnicity and Gender	Number of Jobs																				
	Race/Ethnicity																				
	11-a. Hispanic or Latino			11b. Non-Hispanic/Non-Latino																	Totals
				11b-1. Men						11b-2. Women						11b-3. X					
	11a-1. Men	11a-2. Women	11a-3. X	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	
Jobs Created	1	0	0	46	-	-	-	-	-	32	1	-	3	1	-	-	-	-	-	-	-	84
Jobs Retained	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0

UNIONIZED WORKFORCE

12-a. Does this project include some workforce elements that are unionized?	**Yes** ☐	**No** ☐	12-c. Does your MM project utilize a project labor agreement?	**Yes** ☐	**No** ☒	
12-b. Are workers provided access to union educators/organizers on employer property or during the work day?	**Yes** ☐	**No** ☐	12-d. Did workers receive additional information or training about their workplace rights in addition to already required notice postings?	**Yes** ☒	**No** ☐	

H. Workforce Continuity Plan
National Labor Relations Act (29 U.S.C. 158 (f)

WORKFORCE CONTUNITY PLAN
NATIONAL LABOR RELATIONS ACT

As stated in the MM NOFO, if a recipient has not provided a certification that a project either will use a unionized project workforce or included a project labor agreement, meaning a pre-hire collective bargaining agreement consistent with section 8(f) of the National Labor Relations Act (29 U.S.C. 158 (f)), then the recipient must provide a project workforce continuity plan.

Workforce Continuity Plan

13a. Please describe the steps taken to ensure the project has ready access to a sufficient supply of appropriately skilled and unskilled labor to ensure construction is completed skillfully throughout the project's life (as required in Section III.B of the MM NOFO). As stated in the MM NOFO, the middle mile grant recipient is capable of carrying out the proposed project in a competent manner, including a plan to attract or retain an appropriate skilled and credentialed workforce.

For your MM project, please provide a brief description of efforts made to attract, train or retain a skilled and credentialed workforce.

Has the team offered any of the following resources to assist with maintaining a sufficient supply of appropriately skilled labor force for this reporting period? If so, which resources (please provide a brief description of any of the following that apply):
Professional Certifications
In-House Training
Registered Apprenticeships
Labor-Management Partnerships
Partnerships with entities like unions, community colleges, or community-based groups

All Dairyland Power lineworkers participate in and must complete the Wisconsin Apprenticeship Program in order to become a journey-level lineworker.
There is a great need for skilled labor to complete this project in a timely manner. Dairyland Power has a strong working relationship with several local construction companies. Dairyland Power utilizes union contractors to support work that internal union craft would perform. All internal and external union lineworkers come through IBEW Local Union 161. Dairyland Power's contracts and agreements with partners include a standard compliance statement ensuring workers assigned to work on Dairyland Power-related projects are current on their licensures and certifications.
In addition to fully licensed and certified contractors, Dairyland Power provides opportunities for apprentice-level lineworkers to receive the hours and education needed to successfully work through and complete Journeyperson Certification. This will provide an invaluable opportunity to recent graduates, particularly those of underserved groups, to participate in a large-scale project and gain experience.
Dairyland Power is committed to using local construction companies, when possible, to save costs and stimulate the local economy. Dairyland Power is committed to directing its outreach and recruitment efforts towards people who have been historically disadvantaged and underrepresented in broadband and information technology jobs, including, but not limited to, women, people of color, disabled persons, and persons for whom English is not a primary language. Dairyland Power engages in thorough hiring and vetting processes for all its staff and contractors to ensure that their qualifications and skillsets are closely aligned with their potential roles and are suitable for the overall goals and objectives of the project. In addition to hiring highly skilled and qualified individuals, Dairyland Power offers recurring employee training in the areas of safety, environmental, HR compliance, human performance, cyber security, general safety, leadership and change management as a further means of advancing their competency and confidence in their roles. Dairyland Power engages in ongoing dialogue with its employees to both give and receive feedback in order to enhance their professional development and competency while also ensuring their satisfaction and attending to their needs.

13b. Please describe below, the steps taken to minimize risks of labor disputes and disruptions that would jeopardize the timeliness and cost-effectiveness of completing the MM project.

Dairyland Power's existing labor agreements are used for the payment of wages and terms of employment for the duration of the project. Dairyland Power's first union certification by the Employment Relations Board dates back to November 10, 1947, and most recently, the unionization of fleet operations in 2021. The results of the election were uncontested. Dairyland Power has a track record of maintaining labor harmony through negotiating in good faith, open and honest communication with the workforce and union leadership, and conducting business in accordance within the guidance of its labor agreements. In addition, there have been no strikes or lockouts in bargaining agreements. Dairyland Power uses mediation and binding arbitration if an agreement cannot be reached through labor negotiations (binding agreement no strike clause).

13c. Please describe below the steps to ensure a safe and healthy workplace that avoids delays and costs associated with workplace illnesses, injuries, and fatalities.

Dairyland Power has equipped its workforce with tools, processes and rules that ensure that work can be completed safely in even the most challenging conditions. By implementing programs such as Dairyland Power's Safety Culture Systemwide team, Dairyland Power has cultivated a trusted forum for its field workers, managers, and executives to share what they have learned and what their challenges are in a learning and collaborative environment. Dairyland Power staff participate in professional forums across the industry to share experiences, learn from others, and implement best practices to remain on the cutting edge of worker safety. Dairyland Power demonstrates its commitment to safety and learning in its professional community by hosting an annual "hot-stick" school for other utilities to participate in and where Dairyland Power employees lead sessions on how to safely perform complex energized transmission work.
Dairyland Power has also created a human performance program that focuses on reducing the likelihood of an error through a robust suite of Human Performance Tools. Dairyland Power has continually trained its workforce on these tools as they evolve and how they can be utilized to recognize and mitigate hazards. Dairyland Power also employs a team of accredited safety professionals with hands-on experience in their respective fields who serve as the governance and oversight of the safety program, field safety experts for resolving safety challenges, and instructors for the organizations they serve.

13d. For your MM project, please provide a brief description below of efforts made to ensure a safe and healthy workplace.

Has the team offered any of the following resources to assist with maintaining a safe and healthy workplace for this reporting period? If so, which resources (please provide a brief description of any of the following that apply):
Safety Training
Certifications and/or Licensure Requirements for all relevant works (e.g., OSHA 10, OSHA 30, confined space, traffic control, or other training required of workers employed by contractors)
Issues raised by workplace safety committees and their resolutions

OSHA 10, OSHA 30 safety team members support this project. All employees and contractors are trained extensively on procedures and safety protocols specific to the project at hand, and open forums are held regularly by the workplace safety committee to address questions and concerns. Ensuring the safety of both workers and the general public is a principal mission of Dairyland Power. Dairyland Power has equipped its workforce with tools, processes and rules that ensure that work can be completed safely in even the most challenging conditions. By implementing programs such as Dairyland Power's Safety Culture Systemwide team, Dairyland Power has cultivated a trusted forum for its field workers, managers, and executives to share what they have learned and what their challenges are in a learning and collaborative environment. Dairyland Power staff participate in professional forums across the industry to share experiences, learn from others, and implement best practices to remain on the cutting edge of worker safety. Dairyland Power demonstrates its commitment to safety and learning in its professional community by hosting an annual "hot-stick" school for other utilities to participate in and where Dairyland Power employees lead sessions on how to safely perform complex energized transmission work.

Dairyland Power has also created a human performance program that focuses on reducing the likelihood of an error through a robust suite of Human Performance Tools. Dairyland Power has continually trained its workforce on these tools as they evolve and how they can be utilized to recognize and mitigate hazards. Dairyland Power also employs a team of accredited safety professionals with hands-on experience in their respective fields who serve as the governance and oversight of the safety program, field safety experts for resolving safety challenges, and instructors for the organizations they serve.

13e. Please provide the name(s) below of any subcontracted entities performing work on the project, and the total number of workers employed by each entity.

13e-1. Name of Subcontracted Entity Performing Work	13e-2. Total Number of Workers within this Subcontract	13e-3. Job Categories of Workers Supporting Project within this Subcontract
Vantage Point Solutions	2	Grant Consultants
Merjent	4	Environmental Professionals, Field Technician
Stantec	12	Environmental Engineer, Biologist, Environmental Scientist, GIS Analyst, Principal Scientist
WSB	6	Natural Resources, Environmental Compliance, GIS
Ulteig	12	Design/Engineering, Project Management, Coordination, Controls
HDR	12	Design, Engineering, Drafting and Project Management, Coordination, Controls
TRC	10	Project Managers, Environmental Scientist, Office Practice Leader, GIS Analyst II, Sr GIS Analyst, Permitting specialist, Project

13f. Please describe below the steps taken to ensure that workers on the project receive wages and benefits sufficient to secure an appropriately skilled workforce in the context of the local and regional labor market.

DPC emphasizes fair labor practices during every stage of a project, and plans for the TSFDP to ensure that all employees, including contractors and subcontractors, will be treated in compliance with local and federal labor laws. The project is planned and budgeted to adhere to the Service Contract Act and the Davis-Bacon Act for wage and labor standards in order to offer wages above the prevailing rate, as needed to comply with the requirements of the NTIA's Middle Mile Grant Program.

I. ANCHOR INSTITUTIONS

ANCHOR INSTITUTIONS

Please provide Anchor Institution (AI) data for the current period only (not cumulative). Please add rows as needed.

14a. Anchor Institution Name	14b. Street Address	14c. City	14d. State	14e. Type of Anchor Institution	14f. Interconnection within 1,000 Feet of AI Enabling Gig Symmetrical Service	14g. Narrative Description of how the Anchor Institution may benefit from the Grant Funded Infrastructure
No Anchor Institutions were in this reporting period						

J. BROADBAND ACCESS KEY INDICATOR: SUBSCRIBERS AND SPEED

PROJECTED NUMBER OF SUBSCRIBERS AND SPEED

Please use the following table to provide anticipated key indicators with the projected totals for each beneficiary category, access type and speed category for your infrastructure service or project. Except as indicated, information should be reported cumulatively from award inception through the end of the semi-annual period for Semi-Annual Indicators. Please write "N/A" if your project does not include this indicator.

PROJECTED NUMBER OF SUBSCRIBERS AND SPEED		Year 1		Year 2		Year 3		Year 4		Year 5	
SUBSCRIBER TYPE	ACCESS TYPE	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
15a. Anchor Institutions (AIs)	15a-1. Total number of AIs passed	0	0	2	5	5	5	5	5	5	5
	15a-2. Number of AIs within 1,000 feet of the middle mile infrastructure	0	0	2	5	5	5	5	5	5	5
	15a-3. Total number of AIs served	0	0	0	0	0	0	0	0	0	0
	15a-4. AIs with new access	0	0	0	0	0	0	0	0	0	0
	15a-5. AIs with improved access	0	0	0	0	0	0	0	0	0	0
	15a-6. Total number of AIs served with speeds of at least 1/1Gbps	0	0	0	0	0	0	0	0	0	0
15b. Broadband Wholesalers or Last Mile Providers	15b-1.Total number of broadband wholesalers or last mile providers served	0	0	0	0	0	0	0	0	0	0
	15b-2. Broadband wholesalers or last mile providers with new access	0	0	0	0	0	0	0	0	0	0
	15b-3. Broadband wholesalers or last mile providers with improved access	0	0	0	0	0	0	0	0	0	0
	15b-4. Total number of broadband wholesalers or last mile providers offering speeds of at least 25/3 Mbps	0	0	0	0	0	0	0	0	0	0
	15b-5. Total number of broadband wholesalers or last mile providers offering speeds of at least 100/20 Mbps	0	0	0	0	0	0	0	0	0	0
	15b-6. Total number of broadband wholesalers or last mile providers offering speeds of at least 1/1 Gbps	0	0	0	0	0	0	0	0	0	0

K. BROADBAND ACCESS KEY INDICATOR: NETWORK BUILD PROGRESS

NETWORK BUILD PROGRESS

Please use the following table to provide anticipated key indicators and progress of your Infrastructure project. Except as indicated, information should be reported cumulatively from award inception through the end of the semi-annual period. Please write "N/A" if your project does not include this indicator.

NETWORK BUILD PROGRESS	Year 1		Year 2		Year 3		Year 4		Year 5	
KEY INDICATOR	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
16a. Total of new fiber miles (aerial or buried)	0	0	24.01	42.37	108.22	172.46	240.23			
16b. Total of fiber miles leased	0	0	0	0	0	0	0			
16c. Total of existing fiber miles upgraded	0	0	0	0	0	0	0			
16d. Total of new microwave links	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
16e. Total of new towers	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
16f. Total of new interconnection points	0	0	0	0	0	0	0			
16g. Total of signed agreements with broadband wholesalers or last mile providers	0	0	0	0	0	0	0			
16h. Total of potential agreements (i.e., agreements currently being negotiated) with broadband wholesalers or last mile providers (This Total should NOT be reported cumulatively)	0	0	1	0	0	0	0			

L. QUANTIABLE METRICS

FIBER OPTIC BASED

Quantifiable Metrics - Section designed to assist with **reporting** and **audit** purpose to quantify how much progress was made and track the location of where the progress was made.

17a. Fiber Optic Based	Year 1		Year 2		Year 3		Year 4		Year 5	
	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17a-1. Is the fiber a buried/aerial or undersea application?	Buried/Aerial Application									
17a-2. Number of strands deployed	0									
17a-3. Number of miles of buried fiber deployed	0									
17a-4. Number of miles of aerial fiber deployed	0									
17a-5. Estimated capacity of fiber (i.e. throughput)	0									
17a-6. Deployment cost per mile of buried fiber optics	0									
17a-7. Deployment cost per mile of aerial fiber optics	0									
17a-8. Total Spent on Buried Fiber Deployment this reporting period	0									
17a-9. Total Spent on Aerial Fiber Deployment this reporting period	0									
17a-10. Total spent on Fiber Deployment this reporting period	0									
17a-11. Please provide any additional information about the Fiber Optic deployment (200 words or less)	**During this first period, Dairyland Power Cooperative has not deployed any fiber.**									
17a-12. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for the microwave nodes created during this reporting period.										

National Telecommunications and Information Administration (NTIA)
Middle Mile Grant Program
Bi-Annual Performance Report

MICROWAVE BASED

17b. Microwave Based	Year 1		Year 2		Year 3		Year 4		Year 5	
	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17b-1. How many microwave nodes have been deployed?	N/A									
17b-2. How many microwave nodes are operating for reporting period?	N/A									
17b-3. Installation cost per microwavable node	N/A									
17b-4. Number of new towers built to support microwave structure	N/A									
17b-5. If applicable, what type of tower was constructed (a) Monopole (b) Self-Support, or (c) Guyed during this reporting period?	N/A									
17b-6. Average cost per tower installed	N/A									
17b-7. Total spend on Tower deployment this reporting period	N/A									
17b-8. Total spend on microwave deployment this reporting period	N/A									
17b-9. If you answered "other" to question 5a.6 or if it is a combination of multiple types, please provide a detailed narrative description detailing what type of tower or what combination of towers is used for the project and the their associated costs. (200 words or less).	N/A									
17b-10. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for each new aerial fiber and buried fiber equipment installed during this reporting period.										

SATELLITE

17c. Satellite	Year 1		Year 2		Year 3		Year 4		Year 5	
	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17c-1. What satellite provider is being used?	N/A									
17c-2. What is the estimated capacity of the satellite link (i.e. throughput)?	N/A									
17c-3. What is the associated cost to use this satellite service?	N/A									
17c-4. Please provide any additional information about the Satellite deployment (200 words or less)	N/A									
17c-5. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for each new aerial fiber and buried fiber equipment installed during this reporting period.										

CERTIFICATIONS

Certifications

18. Please provide certification evidencing compliance with Federal labor and employment laws along with the requirements of Infrastructure Investment and Jobs Act and Middle Mile Grant Program, for the bi-annual period for which this report is being filed.

Although construction has not begun, Dairyland Power Cooperative certifies that they will comply with Federal labor and employment laws along with the requirements of Infrastructure Investment and Jobs Act and Middle Mile Grant Program.

19. Please provide certification evidencing compliance with the Build America, Buy America Act. The Build America, Buy America Act requires that all of the iron, steel, manufactured products (including but not limited to fiber-optic communications facilities), and construction materials used in the project or other eligible activities are produced in the United States unless a waiver is granted.

Although they have not yet purchased equipment for the grant program, Dairyland Power Cooperative certifies compliance with the Build America, Buy America Act.

MM GRANT PROGRAM BI-ANNUAL REPORT CERTIFICATION

20. I certify to the best of knowledge and belief that this report is correct and complete for performance of activities for the purposes set forth in the award documents.

20a. Typed or Printed Name and Title of Authorized Certifying Official:	**20c. Telephone (area code, number and extension):**	**608.317.9257**
Kim Helgerson, Grant Manager	**20d. Email Address:**	kim.helgerson@dairylandpower.com
20b. Signature of Certifying Official:		
Kim Helgerson	**20e. Date:**	**10/27/2023**