

**MINUTES OF THE MEETING
BOARD OF DIRECTORS
MARCH 30, 2026**

President Scott Ury called the meeting to order at 9:00 a.m. Members present were Kim Bakehouse, William Littrell, Joshua Miller, Randall Rushing, Toni L. Snell, Brittany Thomas and Gerald Thurston. Staff members present were Executive Vice President/General Manager, David A. Johnston; Director of Administration and Finance, Julie Wilke; Director of Operations and Maintenance, Robert Mayo; Director of Member Services, Brent Goforth; Assistant Director of Engineering-Project Manager, Nathan Hermetz; Assistant Director of Engineering-Project Manager, Hank Stewart and Executive Assistant, Stephanie Theis. Director, Nathan Pfaff, was absent. Attorney Ron Osman was present.

INVOCATION

Mr. Bill Littrell gave the invocation.

APPROVAL OF MINUTES OF PREVIOUS MEETING

It was moved by Mr. Rushing and seconded by Mr. Miller to approve the February 23, 2026, board minutes. Motion carried.

APPROVAL OF MEETING AGENDA

Mrs. Snell made a motion to approve the meeting agenda. Mr. Littrell seconded the motion. Motion carried.

APPROVAL OF CONSENT AGENDA

It was moved by Mr. Thurston seconded by Mr. Bakehouse to approve the Consent Agenda as follows:

- a. Memberships
- b. Finance Committee Meeting
 - i. Finance Committee Agenda
 - ii. Finance Committee Minutes
 - iii. Memberships Applied
- c. Written Staff & General Manager Reports

Motion carried.

UNFINISHED BUSINESS

Mr. Hermetz gave an update on the IFA Grid Resiliency Grant.

Member Address the Board of Directors (Policy 350-Seasonal Disconnect)

A member attended the board meeting to address the concern of Policy 350-Seasonal Disconnects.

After board reviewing of the policy and a lengthy discussion, Mr. Thurston made a motion and Mrs. Snell seconded the motion that Policy 350-Seasonal Disconnect will remain the same as written. Motion carried. Mr. Johnston will inform the member in writing of the board's decision.

Strategic Planning Wednesday, Sept. 30-Oct. 1, 2026

After board discussion, it is recommended that the Strategic Planning be moved to January or February 2027. Mr. Johnston will contact CFC to find the available dates.

SouthWater Annual Meeting Voting Delegate & Alternate

President Ury appointed Mr. Littrell as the voting delegate and Mr. Rushing as the alternate voting delegate at the SouthWater Annual Meeting to be held on April 20, 2026.

CFC Annual Meeting Voting Delegate & Alternate

President Ury appointed Mr. Rushing as the voting delegate and Mr. Johnston as the alternate voting delegate at the CFC Annual Meeting to be held June 15-16, 2026.

Appoint Federated Annual Meeting Voting Delegate & Alternate

President Ury appointed Mr. Johnston as the voting delegate and Mr. Rushing as the alternate voting delegate at the Federated Annual Meeting to be held June 15-16, 2026.

AIEC Annual Meeting Voting Delegate & Alternate

President Ury appointed Mr. Thurston as the voting delegate and Mrs. Snell as the alternate voting delegate at the AIEC Annual Meeting to be held July 30-31, 2026.

AIEC Annual Meeting NRECA Director Voting Delegate & Alternate

President Ury appointed Mrs. Snell as the NRECA Director voting delegate and Mr. Thurston as the alternate NRECA Director voting delegate at the AIEC Annual Meeting to be held July 30-31, 2026.

2026-2027 Nominating Committee Review

The 2026-2027 Nominating Committee Delegates for all counties were reviewed. Mrs. Theis reported that Mr. Larry Houston, Alexander County Alternate Nominating Committee Member, and Mr. Glenn Heisner, Union County Nominating Committee Member, have asked to be removed from the committee. Committee members are needed to fill these vacancies and will be appointed at the 2026 Annual Meeting.

REPORTS

Attorney Report

Attorney Ron Osman provided a legal report.

AIEC

Mr. Thurston provided an AIEC report.

SIPC

Mr. Johnston, President Ury, Mr. Littrell, and Mr. Rushing provided SIPC reports.

General Manager & Staff

Correspondence & Miscellaneous – David A. Johnston

Mr. Johnston distributed several items of correspondence for Board Members to review.

Mr. Johnston asked the Board Members to review the Safety Report.

Safety

Mr. Goforth provided the Safety report.

OSHA

The OSHA report for February 2026 shows 0 reported accidents and 0 hours of lost time occurring in the current month. There were 0 hours of lost time due to accidents occurring in the previous months.

EDUCATION AND TRAINING

March safety training was conducted by Terry Monroe from AIEC on 3/4/26, and included make-up sessions of both CPR re-certification, First-Aid & AED training, as well as Hazard Recognition & Communication. All employees are now up to date on these regulatory training courses.

Terry Monroe has turned in his resignation; therefore, April's Pole-Top/Hurt Man Rescue training will be conducted by either Jim Miles, or one of the other territory instructors. Date TBD.

EMPLOYEE SAFETY INCENTIVE PROGRAM

Through 03/06/2026 employees (excluding the General Manager) have completed 80,347.42 working hours without a lost time accident.

It was moved by Mr. Miller and seconded by Mrs. Snell to approve the Attorney, AIEC, SIPC, General Manager & Staff Reports, and the Safety Report. Motion carried.

EXECUTIVE SESSION

Mr. Rushing moved to go into Executive Session at 10:30 a.m. The motion was seconded by Mrs. Snell. Motion Carried.

Mr. Littrell moved to come out of Executive Session at 11:18 a.m. The motion was seconded by Mr. Bakehouse. Motion Carried.

President Ury adjourned the meeting at 11:19 a.m.

NEXT MEETING DATE

The next regular meeting is Monday, April 20, 2026, at 9:00 a.m.

Scott Ury

Gerald P. Thurston

Kim Bakehouse

William Littrell

Joshua Miller

Nathan Pfaff

Randall Rushing

Toni Snell

Brittany Thomas