MINUTES OF THE MEETING
BOARD OF DIRECTORS
June 29, 2026

President Scott Ury called the meeting to order at 9:00 a.m. Members present were Kim Bakehouse, William Littrell, Joshua Miller, Nathan Pfaff, 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. Attorney Ron Osman was present.

INVOCATION

Mr. William Litrell gave the invocation.

APPROVAL OF MINUTES OF PREVIOUS MEETING

It was moved by Mr. Littrell and seconded by Mr. Pfaff to approve the May 18, 2026, board minutes. Motion unanimously carried.

APPROVAL OF MEETING AGENDA

Mr. Thurston moved to approve the meeting agenda. Mr. Littrell seconded the motion. Motion unanimously carried.

APPROVAL OF CONSENT AGENDA

It was moved by Mr. Pfaff and seconded by Mr. Miller 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 unanimously carried.

UNFINISHED BUSINESS

IFA Grid Resiliency Grant

Mr. Hermetz and Mrs. Johnston provided an update regarding the IFA Grid Resiliency Grant and the associated Build America, Buy America (BABA) non-availability waiver status.

2026 Annual Meeting

Mr. Goforth gave a brief update on the 2026 annual meeting to be held on August 6, 2026, at 6:00 p.m. at Shawnee Community College.

Conexon Fiber Deployment - Update

Mr. Johnston provided an update on Conexon's fiber deployment.

WK&T Fiber Deployment - Update

Mr. Johnston reported on the status of WK&T's fiber deployment which included the possibility that SIEC become a co-recipient on WK&T's ReConnect grant which is administered by the Rural Utility Service branch of the United States Department of Agriculture. After further research, there could be two (2) options to proceed: 1. SIEC could continue as a C-o-Recipient of the grant. 2. WK&T could be considered an electric cooperative by leasing an asset that is an integral part of SIEC's electric system. If approved, this would allow SIEC to allow WK&T to utilize SIEC's easements in accordance with the Electrical Service Broadband Deployment and Access Law (220 ILCS 20/17 New).

The consensus of the Board was to continue exploring the opportunity to join WK&T as a co-recipient of WK&T's Reconnect grant and utilize SIEC's easements.

Rural Economic Development Loan and Grant Program Sponsorship Request-Update

Mr. Johnston presented a Resolution Authorizing Application for Rural Economic Development Loan

After discussion, Mr. Thurston made a motion to continue with the Rural Economic Development Loan and Grant Application process. Mr. Littrell seconded the motion. A roll call vote was requested:

Yes: Thurston, Littrell, Pfaff, Miller, Bakehouse
No: Thomas, Rushing, Snell
Results: Motion passed with a vote of 5-3.

NEW BUSINESS

NRECA Region 5 & 6 Meeting Voting Delegate & Alternate

Mr. Ury appointed Mr. Nathan Hermetz as the voting delegate and Mr. David A. Johnston as the alternate voting delegate.

REPORTS

Attorney Report

Attorney Ron Osman provided a legal report. Attorney Osman explained in detail the two (2) options for continuing with the WK&T Fiber Deployment options. His recommendation was to further pursue the option of WK&T leasing an integral part of SIEC's electrical system. Once further details are obtained it should be presented and brought to the board for a vote.

AIEC

Mr. Thurston reported the AIEC meeting is scheduled later in the month and therefore there was not yet any new information to report.

SIPC

Mr. Johnston, President Ury, Mr. Littrell, and Mr. Rushing reported that the SIPC Board meeting was scheduled later in the month and therefore there was not any new information to report.

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 May 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

July safety training will be Heat Stress Awareness & Trenching/Shoring training to be held on July 7, 2026.

EMPLOYEE SAFETY INCENTIVE PROGRAM

Through 06/12/2026 employees (excluding the General Manager) completed 100,956.27 working hours without a lost time accident.

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

EXECUTIVE SESSION

Mr. Littrell moved to go into Executive Session at 10:52 a.m. The motion was seconded by Mr. Pfaff. Motion unanimously carried.

Mr. Pfaff moved to come out of Executive Session at 11:39 a.m. The motion was seconded by Mrs. Snell. Motion unanimously carried.

Following a review of executive performance and market adjustments, a motion was made by Mrs. Snell and seconded by Mrs. Thomas to approve the compensation for the Executive Vice President and General Manager as discussed, effective July 1, 2026. Motion carried unanimously.

President Ury adjourned the meeting at 12:07 p.m.

NEXT MEETING DATE

The next regular meeting is Monday, July 27, 2026, at 9:00 a.m.