

MINUTES OF MEETING OF DECEMBER 27, 2024

The regular meeting of the Board of Directors of Southwest Tennessee Electric Membership Corporation was held at the office of the Cooperative in Brownsville, Tennessee, on Friday, December 27, 2024, at 8:00 A.M.

All the Directors were present except for Robert Kendrick. Also present were Kevin Murphy, Shawn Lillie, and Anna Jackson.

David McDaniel, Vice-Chairman, presided over the meeting.

Anna Jackson kept the minutes of the meeting.

Greg Jones led the room in prayer via audio recording and Kevin Murphy led the Pledge of Allegiance.

The meeting began with a motion by Tim Hanks, seconded by Jackie Butler, to adopt the agenda.

Murphy explained to the Board that the Covington substation lost service on December 6, 2024. This substation fed to Mason and Henning, so STEMC began sub-feeding from other substations to get those areas back on quickly.

The 2025 Calendar for meetings and conferences was presented and discussed with the Board.

Next, the Board discussed the progression of the CEO position. The Board decided to move forward with internal candidates first. Our attorney, Shawn Lillie, has a background in helping companies hire CEOs so he agreed to help STEMC's Board of Directors throughout this process. This includes having conversations with current employees to get their thoughts on the company and then training the Board members on how to interview the candidates. Upon motion by Teri Robinson, seconded by Marilyn Means, the decision to hire Shawn to conduct an organizational assessment and interview training was approved. In hopes to get

the ball rolling, they decided to have a supplementary meeting on February 7, 2024, in addition to the regular monthly meetings.

The meeting went into executive session from 8:55 A.M. to 9:03 A.M.

The Board next discussed the Consent Agenda and upon motion of Marilyn Means, seconded by Jackie Butler, the November minutes were approved, the January write-offs in the amount of \$3,695.41 were approved, and the vendor payment list and the comparative statement were reviewed and discussed. The President reported a positive margin of \$914,990.10.

The current events were discussed. Electric operations have 4 jobs spread across the entire district planned to be complete by the end of the year 2024. I.T. has been working on a new trailer beside the tower in the Brownsville district. 2 fiber job opportunities will open at the beginning of January 2025. 2 lineman positions are open internally and an engineering position will open after January 1st.

There being no further business to come before the Board, and upon motion by Tim Hanks, seconded by Jackie Butler, the meeting was duly and regularly adjourned.

Secretary-Treasurer

APPROVED:

Chairman