



Southwest Tennessee Electric
Membership Corporation

www.stemc.com

P.O. Box 959 | 1009 East Main Street, Brownsville, TN 38012

January 27, 2026

Dear STEMC Board of Directors,

The meeting of the Board of Directors of Southwest TN Electric Membership Corporation will be held in the Board Room at 1009 East Main Street Brownsville, TN 38012 on Tuesday, January 27, 2025, at 8:00 am.

The following items are on the agenda:

1. Opening Ceremonies
 - a. Prayer – Malone
 - b. Pledge of Allegiance – McDaniel
2. Adoption of the Agenda
3. NRECA Governance Talk – Finding the Right Level of Transparency
4. Mileage Rate Approval - Sims
5. 1099 Review - Sims
6. Policy CP-AD-003-04 – Employee Uniforms -Vote - Malone
7. Policy CP-AD-021-07 – Holidays -Vote - Malone
8. Policy CP-AD-022-08 –Annual Leave -Vote - Malone
9. Policy CP-AD-023-09 – Sick Leave -Vote - Malone
10. Policy CP-AD-024-00 – Bereavement Leave -Vote – Malone
11. Policy CP-AD-039-02 – Moonlighting -Vote - Malone
12. Policy CP-OP-003-00 – Storm Restoration Work & Rest -Vote – Malone
13. IBEW Labor Agreement Review and Vote - Malone
14. Consent Agenda
 - a. Minutes of December 2025 Meeting
 - b. Write-Off Amount
 - c. Vendor Payment List
15. President’s Report – Malone
16. Adjournment

Enclosed is a copy of the December 2025 Meeting Minutes, Financial Reports, Write-Off Report, Vendor Payment List, and the President’s Report.

Sincerely,

A handwritten signature in cursive script, appearing to read "Clint Malone".

Clint Malone, P.E.
President and CEO