

LUMBEE RIVER ELECTRIC MEMBERSHIP CORPORATION
Minutes of the Regular Meeting of the
Board of Directors
October 15, 2024

Pursuant to due notice thereof, a meeting of the Board of Directors of the Lumbee River Electric Membership Corporation was held at the Corporation's headquarters in Pembroke, North Carolina, beginning at 5:30 p.m., Tuesday, October 15, 2024. Directors present in person were Chairman Rory Eddings, Anthony Hunt, James Hardin, Mary Beth Locklear, Ronald G. Hammonds, Sharon M. Burnette, Secretary Elaine O. Chavis, Vice Chairman Roger Oxendine, Treasurer Kirk Lowery, Erice Locklear, Sherry Carter, Rhonda Goins Dial and Ronald Anderson. Also present were Grady Hunt representing Hunt & Brooks, the Corporation's general counsel and President and CEO Jonathan T. Locklear.

Also present were the Executive Assistant Kim Chavis, Chief Operations Officer John Dyson, Chief Financial Officer Daniel Leonard, Vice President of Information Technology Craig Davis, Joshua Locklear, Manager of Key Accounts and Director of Corporate Safety Mark Walters. Vice President of Human Resources Marie Hussey, VP of Eng. & Operations Matt Epps and VP of Member Service & Community Relations Ruby Clark Quick were not present.

The Chairman called the meeting to order and prayer was said by Ronald Anderson.

1. Stephanie Hendrix, Executive Director of Raeford-Hoke Chamber of Commerce thanked the Board of Directors and LREMC for their support of the NC Fall Festival.
2. A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT AND WAS PROPERLY SECONDED AND THE BOARD ADOPTED THE AGENDA AS AMENDED BY REMOVING ITEM 8C UNDER EXECUTIVE SESSION AND ADDING ORGANIZATIONAL MEETING PROCEDURES AS A NEW ITEM 8C. THE VOTE WAS CARRIED UNANIMOUSLY.
3. A MOTION WAS DULY MADE BY BOARD MEMBER ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE SEPTEMBER 16, 2024 EXECUTIVE COMMITTEE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE SEPTEMBER 23, 2024 FINANCE, AUDIT & BUDGET COMMITTEE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE SEPTEMBER 23, 2024 REGULAR BOARD MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

4. Director of Corporate Safety Mark Walters presented the Safety Report for the month of September 2024. There was one incident involving a vehicle that was classified as unavoidable. A lost time injury/illness did occur. A MOTION WAS DULY MADE BY BOARD MEMBER ROANALD G. HAMMONDS AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE SEPTEMBER 2024 SAFETY REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

5. Ms. Elaine O. Chavis presented the Secretary's Report to the directors for the month of September 2024. A MOTION WAS DULY MADE BY BOARD MEMBER RONALD ANDERSON AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE SEPTEMBER 2024 SECRETARY'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.
6. Mr. Kirk Lowery presented the Treasurer's Report (Form 7) to the directors for the month of September 2024. A MOTION WAS DULY MADE BY BOARD MEMBER KIRK LOWERY AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE SEPTEMBER 2024 TREASURER'S REPORT (FORM 7). THE VOTE WAS CARRIED UNANIMOUSLY.
7. Chief Financial Officer Daniel Leonard presented the LREMC Financial Report for September 2024.

A MOTION WAS DULY MADE BY BOARD MEMBER ERICE LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE SEPTEMBER 2024 ESTATE RETIREMENTS AND INACTIVE RETIREMENTS. THE VOTE WAS CARRIED UNANIMOUSLY.
8. President and CEO Jonathan T. Locklear noted that LREMC crews went to western North Carolina to help with power restoration after Hurricane Helene. LREMC had two separate crews that went out to assist Energy United in Statesville and Haywood EMC. Both CEOs have called thanking LREMC for their assistance. Employees stated that the work was difficult, but enjoyable. The 2nd crew that went out took items to assist families in the area.

President and CEO Jonathan T. Locklear noted that Robeson Community College graduated the first class in its Electrical Lineman Program. VP of Eng. & Operations Matt Epps spoke at the ceremony of the graduating class. Some members of the class have already obtained employment. The upcoming class is already full and it will expand to include substation introduction as part of the class. RCC is excited about their Baseball and Softball programs and continues to appreciate LREMC assisting with the start-up of the programs.

President and CEO Jonathan T. Locklear provided a debriefing on the annual meeting. There was a network issue that caused traffic backup early in the day. Vice President of Information Technology Craig Davis noted that there were multiple access points around campus for Wi-Fi connections including two access points in the vehicle sheds. Initially, the work stations were jumping from one access point to another access point and finally losing connections. Eventually all access points on campus were shut down, except for those in the sheds. After the annual meeting the network issues continued and it was finally determined through the assistance of Statewide and Cisco that a transceiver was going bad. The port was shut down that the transceiver was plugged into and the system was fine. The Monday after the annual meeting, the transceiver was replaced and there have been no more problems with the network. On the morning of the election, Ethernet cabling was installed in the first bay to serve two stations and that bay was up and running by 7:20am and the balance of the bays were up on Wi-Fi by 8:00am. Going forward, LREMC is looking at installing Ethernet cabling for the first shed and Wi-Fi on the second shed. Other issues noted were traffic flow, C&E Committee members needing more help and shortage of gifts. On several occasions traffic flow was backed up on NC Highway 711. Director of Corporate Safety Mark Walters noted that traffic was steady all day and did back up on NC Hwy 711, but traffic was stopped by the Directors campaigning and holding up the traffic. Deputies were working but not on

traffic flow. Next year there should be some discussions about the deputies working on traffic flow. The C&E Committee had twenty-five members and five members did not show up and that stressed the twenty members that did show up. Going forward the Board should give serious consideration to appointing alternates. At the annual meeting, there was a shortage of gifts and next year LREMC should consider adding more gifts. The final concern was the members being under the tent outside when there is a nice facility that they could have come in and sat down and been more comfortable rather than being on the outside.

Vice President of Information Technology Craig Davis gave a cyber security update noting in July 2024 that the system blocked 344 bad recipients, 11,826 spams, 334 viruses, 11,859 emails were quarantined and 174,108 were allowed into the system. In August 2024 the system blocked 302 bad recipients, 10,061 spams, 337 viruses, 10,025 emails were quarantined and 195,477 were allowed into the system. In September 2024 that the system blocked 233 bad recipients, 9,632 spams, 367 viruses, 9,715 emails were quarantined and 179,068 were allowed into the system. With regards to the Palo Alto Firewall Threat Report, 150 threats were from the United States, 29 from Germany, 9 from the Netherlands, 2 from Canada, 14 from Singapore, 2 from the United Kingdom, and 2 from Ukraine.

9. Mr. Rory Eddings noted matters of interest to Directors to include the following:
 - a. LREMC Christmas Care Applications deadline will be Monday, November 4, 2024.
 - b. Bright Ideas Luncheon will be held on Tuesday, November 5, 2024 in Training Rooms A&B at LREMC Headquarters, Pembroke, NC.
 - c. All LREMC offices will be closed in observance of Veteran's Day on Monday, November 11, 2024.
 - d. All LREMC offices will be closed in observance of Thanksgiving on Thursday-Friday, November 28-29, 2024.
 - e. Directors Christmas Dinner will be held on Friday, December 6, 2024 at LREMC Headquarters, Pembroke, NC.
 - f. All LREMC offices will be closed in observance of Christmas on Tuesday-Wednesday, December 24-25, 2024.
 - g. 2024 Fall Planning Session will be held Friday-Sunday, November 1-3, 2024 at Hilton Myrtle Beach at Kingston Resort, Myrtle Beach, SC.
 - h. 2024 Winter School will be held Friday-Tuesday, December 13-17, 2024 in Nashville, TN. (Deadline-November 8, 2024).
 - i. 2025 NRECA Directors Conference will be held on January 25-28, 2025 (also Online) in Ponte Verde Beach, FL.
 - j. 2025 PowerXchange will be held Friday-Wednesday, March 7-12, 2025 in Atlanta, GA.
10. A MOTION WAS DULY MADE BY BOARD MEMBER ERICE LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD ENTERED EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.
11. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN TO RECESS THE EXECUTIVE SESSION OF THE REGULAR MEETING AND THE BOARD APPROVED THE

MOTION TO RECESS THE EXECUTIVE SESSION OF THE REGULAR MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

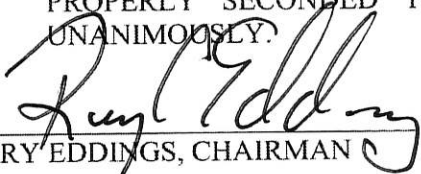
The regular meeting was called back to order.

12. A MOTION WAS DULY MADE BY BOARD MEMBER ROGER OXENDINE TO GO BACK INTO EXECUTIVE SESSION AND THE BOARD APPROVED THE MOTION TO GO BACK INTO EXECUTIVE SESSION. THE VOTE WAS CARRIED UNANIMOUSLY.
13. A MOTION WAS DULY MADE BY BOARD MEMBER ROGER OXENDINE TO LEAVE EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.
14. A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT AND WAS PROPERLY SECONDED AND THE BOARD CONFIRMED ALL ACTIONS TAKEN IN EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried. All votes were reaffirmed without discussion as follows:

A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED RENEWING THE BLUE CROSS BLUE SHEILD MEDICAL PLANS FOR 2025. THE VOTE WAS CARRIED UNANIMOUSLY.

The board elected officers by secret written ballot. The officers elected were:
RORY EDDINGS WAS ELECTED CHAIRMAN.
ROGER OXENDINE WAS ELECTED VICE CHAIRMAN.
ELAINE O. CHAVIS WAS ELECTED SECRETARY.
KIRK LOWERY WAS ELECTED TREASURER.

15. A MOTION WAS DULY MADE BY BOARD MEMBER ELAINE O. CHAVIS AND WAS PROPERLY SECONDED TO ADJOURN THE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.


RORY EDDINGS, CHAIRMAN


ELAINE O. CHAVIS, SECRETARY