

LUMBEE RIVER ELECTRIC MEMBERSHIP CORPORATION  
Minutes of the Regular Meeting of the  
Board of Directors  
December 16, 2025

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, December 16, 2025. Directors present in person were Chairman Rory Eddings, Ronald Anderson, James Hardin, Mary Beth Locklear, Sherry Carter, Treasurer Sharon M. Burnette, Anthony Hunt, Kirk Lowery, Secretary Elaine O. Chavis, Vice Chairman Roger Oxendine, Erice Locklear, Rhonda Goins Dial and Ronald G. Hammonds. Also present were Grady Hunt (virtually) representing Hunt & Brooks, the Corporation's general counsel and President & CEO Jonathan T. Locklear.

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

The Chairman called the meeting to order and prayer was said by Roger Oxendine.

1. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD ADOPTED THE AGENDA. THE VOTE WAS CARRIED UNANIMOUSLY.
2. VICE PRESIDENT OF HUMAN RESOURCES MARIE HUSSEY INTRODUCED NEW EMPLOYEE TO THE BOARD: JONATHAN BATCHELDER, LOGISTICS TECHNICIAN.
3. A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE DECEMBER 8, 2025 POLICY COMMITTEE MEETING MINUTES. ALL VOTED IN FAVOR OF APPROVAL EXCEPT FOR BOARD MEMBER RONALD G. HAMMONDS.
4. Director of Corporate Safety Mark Walters presented the Safety Report for the month of November, 2025. There were no incidents reported for the month of November 2025.

A MOTION WAS DULY MADE BY BOARD MEMBER MARY BETH LOCKLEAR WAS PROPERLY SECONDED AND THE BOARD APPROVED THE NOVEMBER 2025 SAFETY REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

5. Secretary Elaine O. Chavis presented the Secretary's Report to the directors for the month of November 2025. A MOTION WAS DULY MADE BY BOARD MEMBER MARY BETH LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE NOVEMBER 2025 SECRETARY'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.
6. Treasurer Sharon M. Burnette presented the Treasurer's Report (Form 7) to the directors for the month of November 2025. A MOTION WAS DULY MADE BY Vice Chairman Roger Oxendine AND WAS

PROPERLY SECONDED AND THE BOARD APPROVED THE NOVEMBER 2025 TREASURER'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

7. Joe Sublett presented the LREMC Financial Report for November 2025.

A MOTION WAS DULY MADE BY Board Member Ronald G. Hammonds AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE NOVEMBER 2025 ESTATE RETIREMENTS. THE VOTE WAS CARRIED UNANIMOUSLY.

8. Jon T. Locklear, President & CEO of LREMC, announced that NCEMC had selected a new CEO. The announcement will come at a later date. Just wanted to highlight some items with Sandhills Utility Services, LLC. They are currently working with Norfolk Naval Yard to provide electrical service in conjunction with Community Electric of Virginia. This would almost double what SUS is currently doing. This opportunity may very well open up other opportunities. They currently have six (6) micro-grids on line at Fort Bragg, are in the process of building two (2) data centers and two (2) nuclear facilities - one mobile and a smaller nuclear facility. Instead of participating in projects, now they are actually managing entire projects. Rivr Tech is looking to work with Camp McCall to potentially provide fiber services. SUS has proven to be a great investment for LREMC.

Just wanted to give notice of some dates that we will be closing to the public. We will close on January 8, 2026 for one-half day of training and have scheduled closings for May 21<sup>st</sup> and September 24<sup>th</sup>.

9. Chairman Rory Eddings noted matters of interest to Directors to include the following:
- a. All LREMC offices will close in observance of Christmas on Wednesday – Thursday, December 24 – 25, 2025.
  - b. All LREMC offices will close in observance of New Year's Day on Thursday, January 1, 2026.
  - c. All LREMC offices will close on Monday, January 19, 2026 in observance of Martin Luther King, Jr. Day.

Conference/Meetings/Other:

- d. 2026 Directors Conference will be held on Sunday – Wednesday, January 25 – 28, 2026 in Palm Springs, CA.
  - e. 2026 PowerXchange will be held on Friday – Wednesday, March 6 – 11 2026 in Nashville, TN.
  - f. 2026 Brighter Future Summit will be held Wednesday – Thursday, April 8 – 9, 2026 at the Raleigh Marriott Crabtree Valley in Raleigh, North Carolina.
  - g. 2026 Legislative Conference will be held Sunday – Wednesday, April 26<sup>th</sup> – 29<sup>th</sup>, 2026 in Washington DC.
10. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED TO APPROVE THE 2026 DELEGATES TO THE STATE AND NATIONAL ORGANIZATIONS. THE VOTE WAS CARRIED UNANIMOUSLY. (see attached Exhibit "A")

# 2026 COMMITTEES OF THE BOARD

## EXECUTIVE COMMITTEE

Rory Eddings – Chairman  
Roger Oxendine – Vice Chairman  
Elaine O. Chavis – Secretary  
Sharon McNeill Burnette – Treasurer

## FINANCE, AUDIT, & BUDGET COMMITTEE

Sharon McNeill Burnette – Chairman  
James Hardin  
Sherry Carter  
Mary Beth Locklear  
Rhonda G. Dial

## AD HOC COMMITTEES

### 2026-ANNUAL MEETING COMMITTEE

Mary Beth Locklear  
Ronald G. Hammonds  
Sharon McNeill Burnette  
James Hardin  
Tony Hunt

### BYLAWS & POLICY COMMITTEE

Roger Oxendine - Chairman  
Eric Locklear  
Mary Beth Locklear  
Ron Anderson  
Elaine O. Chavis

### TECHNOLOGY COMMITTEE

Kirk Lowery- Chairman  
Sherry Carter  
Rhonda G. Dial  
Tony Hunt  
Ronald G. Hammonds

### ETHICS COMMITTEE (Policy Bulletin No. 418)

Rory Eddings - Chairman  
Elaine O. Chavis  
Roger Oxendine  
Ronald G. Hammonds  
Sharon McNeill Burnette

### LOAN & ECONOMIC DEVELOPMENT COMMITTEE

Eric Locklear - Chairman  
Roger Oxendine  
Ron Anderson  
Tony Hunt  
James Hardin

**CUMBERLAND COUNTY** – Clarence Goins

**Hoke County** – Dwayne Jacobs

**Robeson County** – Jarette Sampson

**Scotland County** – David Burns

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## STATE & NATIONAL ORGANISATIONS

**NCAEC DIRECTOR**: Jon T. Locklear    **NCEMC DIRECTOR**: Jon T. Locklear    **TEMA DELEGATE**: Ron Anderson  
Eric Locklear    Rory Eddings  
(Term Ends Annually in April – NCAEC, NCEMC, & TEMA)

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**NRTC Delegate**: Rhonda G. Dial    **CRC, CFC, NCSC & NRECA Delegate**: Sherry Carter  
Elaine O. Chavis    Ronald G. Hammonds  
(Must be able to attend NRECA's PowerXchange)

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**NCPAC Delegate**: James Hardin  
Elaine O. Chavis

(2-Year Term Ends – April 2027)

11. A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE 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 AND WAS PROPERLY SECONDED TO LEAVE EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.
12. A MOTION WAS DULY MADE 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 RONALD G. HAMMONDS AND WAS PROPERLY SECONDED AND THE BOARD APPROVED AWARDED THE UNDERGROUND ELECTRIC DISTRIBUTION CONSTRUCTION CONTRACT TO DIRECTIONAL SERVICES, INC. FOR THE PERIOD JANUARY 2, 2026 TO DECEMBER 31, 2028.

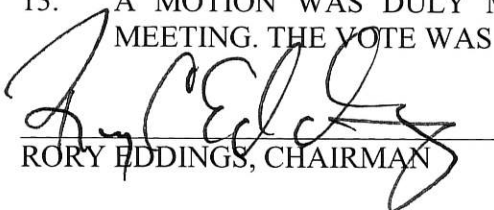
A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD RESOLVED TO APPROVE POLICY BULLETIN NUMBERS 310, 316, 319 AND 503 AND BOARD GOVERNANCE POLICY NUMBERS 424 AND 427, AND AMEND AND APPROVE BOARD GOVERNANCE POLICY NUMBERS 516 AND 521. ALL VOTED IN FAVOR EXCEPT FOR BOARD MEMBERS ANTHONY HUNT, KIRK LOWERY AND RONALD G. HAMMONDS.

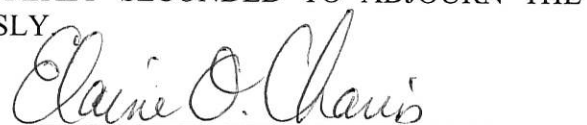
A MOTION WAS DULY MADE BY SECRETARY ELAINE O. CHAVIS AND PROPERLY SECONDED TO APPROVE THE 2026 BUDGET. THOSE VOTING IN FAVOR OF THE BUDGET WERE BOARD MEMBERS: SHERRY CARTER, SECRETARY ELAINE O. CHAVIS, RHONDA GOINS DIAL, JAMES HARDIN, ERICE LOCKLEAR, MARY BETH LOCKLEAR, RONALD ANDERSON. THOSE VOTING AGAINST WERE BOARD MEMBERS: RONALD G. HAMMONDS, ANTHONY HUNT, KIRK LOWERY, VICE CHAIRMAN ROGER OXENDINE AND TREASURER SHARON M. BURNETTE. THE BUDGET PASSED ON A MAJORITY VOTE.

BOARD MEMBER JAMES HARDIN MADE A MOTION TO APPROVE A ROLLING WPCA TO BE EFFECTIVE THE SECOND QUARTER OF 2026. BOARD MEMBERS VOTED IN FAVOR OF THE MOTION FOR THE ROLLING WPCA EXCEPT FOR BOARD MEMBERS RONALD G. HAMMOND AND BOARD MEMBER KIRK LOWERY.

A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED TO APPROVE A 3 ½ PERCENT INCREASE IN SALARY EFFECTIVE 2026 FOR THE CEO. ALL OF THE BOARD MEMBERS VOTED IN FAVOR OF THE MOTION EXCEPT FOR BOARD MEMBER RONALD G. HAMMONDS AND BOARD MEMBER KIRK LOWERY.

13. A MOTION WAS DULY MADE AND WAS PROPERLY SECONDED TO ADJOURN THE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY

  
RORY EDDINGS, CHAIRMAN

  
ELAINE O. CHAVIS, SECRETARY