

LUMBEE RIVER ELECTRIC MEMBERSHIP CORPORATION
Minutes of the Regular Meeting of the
Board of Directors
February 18, 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, February 18, 2025. Directors present in person were, Chairman Rory Eddings, Mary Beth Locklear, Sharon M. Burnette, Erice Locklear, Anthony Hunt, James Hardin, Ronald G. Hammonds, Secretary Elaine O. Chavis, Vice Chairman Roger Oxendine, Treasurer Kirk Lowery, Sherry Carter, Rhonda Goins Dial and Ronald Anderson. Also present were Grady Hunt representing Hunt & Brooks, the Corporation's general counsel and President & 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, VP of Eng. & Operations Matt Epps, Director of Corporate Safety Mark Walters, Joshua Locklear, Manager of Key Accounts, Vice President of Human Resources Marie Hussey, and VP of Member Service & Community Relations Ruby Clark Quick.

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

1. A MOTION WAS DULY MADE BY BOARD MEMBER ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD ADOPTED THE AGENDA. THE VOTE WAS CARRIED UNANIMOUSLY.
2. Marie Hussey introduced the new employee, Erik Haney, Network Engineering ISP who will work with Rivr Tech in the Pembroke Office.
3. Rory Eddings presented Sharon McNeill Burnette with her Credentialed Cooperative Director (CCD) certificate and Erice Locklear with his Board Leadership Certificate (BLC).
4. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE JANUARY 21, 2025 REGULAR BOARD MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.
5. Director of Corporate Safety Mark Walters presented the Safety Report for the month of January 2025. He noted that there were no incidents in January 2025. A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE JANUARY 2025 SAFETY REPORT. THE VOTE WAS CARRIED UNANIMOUSLY. Mark Walters also shared with the board that dash cams had been installed on over 50% of the fleet vehicles. There have been 78 completed and 32 remaining to be installed with 20 of the vehicles in the Pembroke office and 12 in the Raeford office. The dash cams have front and rear facing views and they provide alerts when the driver is texting, speeding, not using seatbelts, etc. These dash cams will help with insurance.
6. Ms. Elaine O. Chavis presented the Secretary's Report to the directors for the month of January 2025. A MOTION WAS DULY MADE BY BOARD MEMBER ROGER OXENDINE AND WAS PROPERLY

SECONDED AND THE BOARD APPROVED THE JANUARY 2025 SECRETARY'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

7. Mr. Kirk Lowery presented the Treasurer's Report (Form 7) to the directors for the month of January 2025. A MOTION WAS DULY MADE BY BOARD MEMBER KIRK LOWERY AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE JANUARY 2025 TREASURER'S REPORT (FORM 7). THE VOTE WAS CARRIED UNANIMOUSLY.

8. Chief Financial Officer Daniel Leonard presented the LREMC Financial Report for January 2025.

A MOTION WAS DULY MADE BY BOARD MEMBER ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE JANUARY 2025 ESTATE RETIREMENTS. THE VOTE WAS CARRIED UNANIMOUSLY.

9. President & CEO Jonathan T. Locklear began his update by asking everyone to give the staff a round of applause.

In the recent storm, there were 2000 meters out with 30 poles broken and between the staff and outside contractors they were able to get power restored to all the members and this is just a testament to the structure of the organization.

President & CEO Jonathan T. Locklear noted there was a culture survey of employees that was due within the next couple of months. It feels like the culture has improved at the organization, but we will wait on the surveys for the employees to note their feelings.

President & CEO Jonathan T. Locklear and Daniel Leonard did a podcast in December to discuss the possible rate increases on bills and what they were anticipating. He feels the podcast has been helpful for the members and the podcast is on all different sectors of the organizations.

President & CEO Jonathan T. Locklear talked about why strong financials were important to the organization. Pennsylvania Transformer was just announced, an expansion project in Hoke County that will employ 200 employees. This will have a huge impact on Hoke County and LREMC wants to be able to provide them power. In order to provide them power, LREMC has to be in a position to have the capacity, the manpower, the transformers, and the substations to provide power. That is why it is very important to have strong financials to be able to set a good course for the future of the organization.

There was a brief discussion about the pole inspection program. Matt Epps indicated that approximately 10,000 poles a year were inspected and the inspection program has all the poles on an 8-year cycle and in his opinion the recent damage where 30 poles were broken had nothing to do with pole rot, but more to do with the wind damage with winds exceeding 70mph.

Matt Epps did a presentation on the Battery Energy Storage System (BESS) at the McLaughlin substation. The system was installed at no cost to LREMC and provides supplementary power at a cost savings to EMC. In the future, LREMC would like to own new BESS sites outright and to do this, LREMC is applying for grants and looking to locate them in strategic locations, mainly on larger substation lots. LREMC will be able to control the load via the SCADA system.

10. Chairman Rory Eddings noted matters of interest to Directors to include the following:
- a. Rumba on the Lumber will be held Friday-Saturday, March 7-8, 2025 in Downtown Lumberton, NC.
 - b. All LREMC offices will be closed in observance of Good Friday on April 18, 2025.
 - c. The LREMC Golf Tournament will be held on Friday, May 9, 2025. Location is TBD.
 - d. All LREMC offices will be closed in observance of Memorial Day on May 26, 2025.
 - e. 2025 Rally in Raleigh will be held Tuesday-Wednesday, March 4-5, 2025 at the NC General Assembly, Raleigh, NC.
 - f. 2025 PowerXchange will be held Friday-Wednesday, March 7-12, 2025 in Atlanta, GA.
 - g. New Director Orientation will be held Wednesday-Friday, March 26-28, 2025 in Arlington, VA.
 - h. The Brighter Future Summit (formally Statewide Annual Meeting) will be held Wednesday-Thursday, April 2-3, 2025 in Raleigh Marriott Crabtree Valley, Raleigh, NC. Only directors and staff may attend.
 - i. 2025 LREMC Spring Planning Session will be held Friday-Sunday, April 4-6, 2025 at the Hilton Myrtle Beach at Kingston Resort, Myrtle Beach, SC.
 - j. 2025 Legislative Conference will be held Sunday-Wednesday, April 27-30, 2025 at the Marriott Marquis, Washington, DC.

The Directors discussed better ways to communicate with the members. Some of the ideas were to communicate by sending letters out, notes on monthly billing statements, more focus in Carolina Country and just a greater focus on educating members about the cooperative.

11. A MOTION WAS DULY MADE BY BOARD MEMBER ROGERS OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD ENTERED EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.
12. A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT TO LEAVE EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.
13. A MOTION WAS DULY MADE BY BOARD MEMBER ROGER OXENDINE AND WAS PROPERLY SECONDED TO ADJOURN THE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.


RORY EDDINGS, CHAIRMAN


ELAINE O. CHAVIS, SECRETARY