

LUMBEE RIVER ELECTRIC MEMBERSHIP CORPORATION  
Minutes of the Regular Meeting of the  
Board of Directors  
August 19, 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, August 19, 2025. Directors present in person were Chairman Rory Eddings, Ronald Anderson, James Hardin, Mary Beth Locklear, Sherry Carter, Sharon M. Burnette, Secretary Elaine O. Chavis, Vice Chairman Roger Oxendine, Erice Locklear, Rhonda Goins Dial, and Ronald G. Hammonds. Also, present were Grady Hunt representing Hunt & Brooks, the Corporation's general counsel and President and CEO Jonathan T. Locklear. Treasurer Kirk Lowery was not present.

Also, present were the Executive Assistant Kim Chavis, Chief Financial Officer Daniel Leonard, Vice President of Information Technology Craig Davis, Chief Operating Officer John Dyson, Vice President of Human Resources Marie Hussey, VP of Eng. & Operations Matt Epps, Joshua Locklear Manager of Key Accounts and VP of Member Service, Community Relations Ruby Clark Quick & Director of Corporate Safety Mark Walters.

The Chairman called the meeting to order and prayer was said by Board Member James Hardin.

1. A MOTION WAS DULY MADE BY BOARD MEMBER RONALD G. HAMMONDS 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:  
Syria Joseph – Warehouse Inventory Supervisor
3. A MOTION WAS DULY MADE BY SECRETARY ELAINE O. CHAVIS AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE JULY 15, 2025 REGULAR BOARD MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

A MOTION WAS DULY MADE BY SECRETARY ELAINE O. CHAVIS AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE JULY 31, 2025 ANNUAL MEETING COMMITTEE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

4. Director of Corporate Safety Mark Walters presented the Safety Report for the month of July, 2025. There were no incidents reported for the month of July, 2025. A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE JULY 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 July 2025. A MOTION WAS DULY MADE BY BOARD MEMBER MARY BETH LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE JULY 2025 SECRETARY'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

6. Chairman Rory Eddings presented the Treasurer's Report (Form 7) to the directors for the month of July 2025. A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE JULY 2025 TREASURER'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

7. Chief Financial Officer Daniel Leonard presented the LREMC Financial Report for July 2025.

A MOTION WAS DULY MADE BY BOARD MEMBER RONALD G. HAMMONDS AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE JULY 2025 ESTATE RETIREMENTS AND INACTIVE RETIREMENTS. THE VOTE WAS CARRIED UNANIMOUSLY.

8. Chief Financial Officer Daniel Leonard presented the 2024 Key Ratio Trend Analysis (KRTA) Executive Summary.

9. Jon T. Locklear, President & CEO of LREMC informed the Board that Kenan Fellow Sarah Griffin Greene had finished her fellowship and that she had a great experience and he is hopeful that she will be the guest speaker at the annual meeting. Jon noted that he felt she would take a lot of good things back to her students from the experience.

Jon informed the Board that he recently spoke to the folks at TEMA because of the recent changes in logistics to make sure they were communicating with the right people. He informed the Board that they were being proactive in getting and keeping necessary inventory on hand. TEMA says that LREMC is in the best position statewide with inventory on site.

Jon updated the Board on CAB grant funding. Planning is underway for the grant funding. LREMC applied for 28M in funding. LREMC is tentatively approved for 9M from Hoke County. We didn't get all we wanted, but we are continuing to work with them on funding. We are finding that other providers seem to be getting the "pick of the litter" and we are getting some builds that will be difficult to build out. The funding will allow RivrTech funds to grow and employ necessary personnel. We appreciate Hoke County for working with us. We are working now with Robeson County to try and mirror what we have done in Hoke County. We are also partnering with RCC, RHCC and in discussions with UNCP to expand our RivrTech footprint. This will enable RivrTech to realize a profit sooner than projected.

Jon thanked the team for the upgrades to the phone system. There will be some bugs to be worked out and some upgrades to be added moving into 2026. This allows us to rely on our own experts in house to maintain the system and we are no longer reliant on a third-party vendor.

Jon noted that Mark and his team did a great job considering the hot weather in July not to have any incidents. Mark is working to get new clothing that will be lighter, but fire resistant to get through these hot days.

10. Chairman Rory Eddings noted matters of interest to Directors to include the following:
  - a. Member Engagement & Energy Management EXPO will be held on Saturday, August 23, 2025 from 4:00 p.m. to 8:00 p.m. at LREMC Headquarters in Pembroke, NC.
  - b. All LREMC offices will be closed in observance of Labor Day on Monday, September 1, 2025.

- c. The official notice for the annual meeting will be mailed on Tuesday, September 23, 2025.
- d. The Candidate Meeting will be held on Monday, September 29, 2025.
- e. The LREMC Annual Meeting will be held on Thursday, October 9, 2025, at LREMC Headquarters.

Conference/Meetings/Others:

- f. 2025 Statewide Orientation will be held Thursday, August 28, 2025, at the Statewide Office, Raleigh, NC.
- g. 2025 Regions 1 & 4 Meeting will be held Wednesday-Friday, September 3-5, 2025 at Rhode Island Convention Center, Providence, RI
- h. Policy Committee Meeting will be held on September 4, 2025 at 5:30 p.m.
- i. Finance, Audit, Budget Committee Meeting will be held on Tuesday, October 2, 2025 at 8:30 a.m.
- j. 2025 Fall Planning Session will be held on Friday-Sunday, October 24-26, 2025 at Marina Inn at Grande Dunes Myrtle Beach, SC
- k. 2025 Winter School will be held on Friday-Tuesday, December 12-16, 2025 at Gaylord Opryland Resort, Nashville, TN

Board member Ronald Anderson left the meeting prior to executive session and Ronald G. Hammonds left at the conclusion of the executive session.


- 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.
- 12. A MOTION WAS DULY MADE BY BOARD MEMEBR JAMES HARDIN TO LEAVE EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.
- 13. A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE 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 AN INCREASE IN THE WPCA TO 0.011 PER KWH EFFECTIVE OCTOBER 1, 2025. ALL BOARD MEMBERS VOTED TO APPROVE THE INCREASE EXCEPT FOR BOARD MEMBER RONALD G. HAMMONDS.

The Board discussed holding Community Meetings in the Saddletree community on September 11, 2025; in the Evans Crossing community on September 19<sup>th</sup>, 2025; and in the Rennert community on October 2, 2025.

17. A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE AND WAS PROPERLY SECONDED TO ADJOURN THE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

  
RORY EDDINGS, CHAIRMAN

  
ELAINE O. CHAVIS, SECRETARY