

LUMBEE RIVER ELECTRIC MEMBERSHIP CORPORATION
Minutes of the Regular Meeting of the
Board of Directors
May 20, 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, May 20, 2025. 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, 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. Joshua Locklear, Manager of Key Accounts, was not present.

The Chairman called the meeting to order and prayer was said by Jon T. Locklear.

1. A MOTION WAS DULY MADE BY BOARD MEMBER ERICE LOCKLEAR 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 employees were introduced to the Board:
Trevor Jacobs – Fiber GIS Specialist (Rivr Tech)
Keithan Strickland, 1st Class Power Line Technician
Jason Gessaro, Cybersecurity Analyst
3. Steve Gilliam from Adams, Jenkins and Cheatham presented the auditor's report.
4. The Chairman presented Board Member Mary Beth Locklear with her Credentialed Cooperative Director Certificate.
5. A MOTION WAS DULY MADE BY BOARD MEMBER RONALD ANDERSON AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE APRIL 14, 2025 POLICY COMMITTEE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

A MOTION WAS DULY MADE BY TREASURER KIRK LOWERY AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE APRIL 15, 2025 FINANCE, AUDIT AND BUDGET COMMITTEE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

A MOTION WAS DULY MADE BY BOARD MEMBER RHONDA GOINS DIAL AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE APRIL 15, 2025 REGULAR BAORD 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 APRIL 22, 2025 EXECUTIVE COMMITTEE 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 MAY 8, 2025 SPECIAL CALLED MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

6. Director of Corporate Safety Mark Walters presented the Safety Report for the month of April 2025. There were no incidents reported for the month of April, 2025.
7. Secretary Elaine O. Chavis presented the Secretary's Report to the directors for the month of April 2025. A MOTION WAS DULY MADE BY BOARD MEMBER ERICE LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE APRIL 2025 SECRETARY'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.
8. TREASURER KIRK LOWERY presented the Treasurer's Report (Form 7) to the directors for the month of April 2025. A MOTION WAS DULY MADE BY TREASURER KIRK LOWERY AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE APRIL 2025 TREASURER'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.
9. Chief Financial Officer Daniel Leonard presented the LREMC Financial Report for April 2025.

A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE APRIL 2025 ESTATE RETIREMENTS AND INACTIVE RETIREMENTS. THE VOTE WAS CARRIED UNANIMOUSLY.

10. Jon T. Locklear, President & CEO of LREMC informed the Board that Statewide visited and discussed all of the programs available, but management brought the conversation to the real issue – WPCA. They didn't have any answers. Jon T. thanked the Board for implementing the WPCA which was very much needed.

Jon T. informed the Board that LREMC will host its first ever Kenan Fellow beginning July 10. The Kenan Fellow is a teacher from Tanglewood Elementary School.

Jon T. informed the Board that LREMC had been awarded \$1.9 million from Completing Access to Broadband (CAB) Grant in Scotland County which will help provide broadband access to 96 new locations. In addition, \$3.2 million was awarded for Hoke County which will help serve 716 new locations. LREMC is currently awaiting word on Robeson County CAB grant funding.

Jon T. informed the Board that LREMC successfully raised \$4,600 through its annual golf tournament for the CARES program. These funds will be given back to the members. The chairman noted that more money is expected to come in.

Jon T. noted that the Chairman has encouraged more community engagement. Specifically, the Chairman is requesting community meetings ahead of the upcoming WPCA. Jon T. informed the Board that it would go to communities for a question-and-answer sessions. The Board requested that at least a few of the sessions be completed before July 1, 2025 to provide members with an overview of the WPCA and the programs offered by LREMC.

Jon T. informed the Board that a floating WPCA would be discussed at the Fall Retreat, as well as rates moving forward, service rules and regulations, and projections moving forward.

Jon T. noted that there were plans for notifying membership of the upcoming WPCA by including a letter in billings, emails to members, and discussing the WPCA at any community engagement, and any other community activities such as Lumbee Homecoming, the Rennert Parade, etc. Jon T. informed the Board that long term the goal is to have quarterly community meetings.

11. Chairman Rory Eddings noted matters of interest to Directors to include the following:

- a. All LREMC offices will be closed in observance of Memorial Day on Monday, May 26, 2025.
- b. LREMC Family Day will be held on Saturday, June 7, 2025 at the Lumbee Tribe Cultural Center, Terry Sanford Rd, Maxton, NC from 10:00 a.m. to 3:00 p.m.
- c. All LREMC offices will be closed in observance of Independence Day on Friday, July 4, 2025.
- d. The Nominating Committee Meeting will be held on Monday, August 3, 2025 at 4:00 p.m. at LREMC Headquarters in Pembroke, NC.
- e. The last day for petitions is Friday, August 15, 2025 at 4:00 p.m.
- f. The C&E Committee Meeting will be held on Monday, August 18, 2025 at 4:00 p.m. at LREMC Headquarters in Pembroke, NC.
- g. The 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.

Conference/Meetings/Others:

- h. Statewide Board Retreat and Meetings (Delegates only) will be held Wednesday - Friday, June 4-6, 2025 at the Grandover Resort & Spa, Greensboro, NC.
- i. Summer School for Directors will be held Friday – Tuesday, July 11-15, 2025 at the Cheyenne Mountain Resort, Colorado Springs, CO.

12. A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT AND WAS PROPERLY SECONDED AND THE BOARD ENTERED EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.
13. A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE TO LEAVE EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.

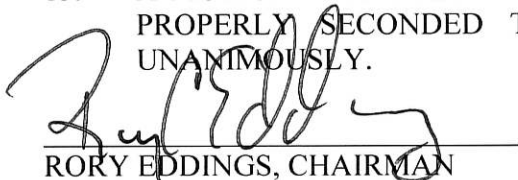
14. A MOTION WAS DULY MADE BY VICE CHAIRMAN BOARD MEMBER ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD CONFIRMED ALL ACTIONS TAKEN IN EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried. All votes were reaffirmed without discussion as follows:

A MOTION WAS DULY MADE BY BOARD MEMBER RONALD HAMMONDS AND THE BOARD RESOLVED TO AMEND AND APPROVE POLICY BULLETIN NUMBERS 105, 109, 202, 318, 321, AND 520; APPROVE POLICY BULLETIN NUMBERS 115 AND 211; AND APPROVE BOARD GOVERNANCE POLICY NUMBERS 401, 402, AND 407. THE VOTE WAS CARRIED UNANIMOUSLY.

A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE RESOLUTION FOR THE CONSTRUCTION OF THE WEST LUMBERTON TO MCDONALD OPGW ADDITION, RAFT SWAMP TO WEST LUMBERTON OPGW ADDITION, AND PARKTON TO ST. PAULS OPGW ADDITION CONTRACT TO BE AWARDED TO LEE ELECTRICAL. THE VOTE WAS CARRIED UNANIMOUSLY.

A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE RESOLUTION FOR THE CONSTRUCTION OF THE KING ROAD TO ROCKFISH ROAD 115KV TRANSMISSION LINE CONTRACT TO BE AWARDED TO LEE ELECTRICAL. THE VOTE WAS CARRIED UNANIMOUSLY.

15. A MOTION WAS DULY MADE BY BOARD MEMBER MARY BETH LOCKLEAR AND WAS PROPERLY SECONDED TO ADJOURN THE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.


RORY EDDINGS, CHAIRMAN


ELAINE O. CHAVIS, SECRETARY