

**LAKE REGION ELECTRIC COOPERATIVE, INC.
MINUTES OF THE REGULAR MONTHLY MEETING OF THE
BOARD OF TRUSTEES**

The regular monthly meeting was held Tuesday, October 1, 2024 at 405 S Rogers Ave Hulbert, OK. President Manes called the meeting to order at 9:06 a.m.

Roll call by Recording Secretary Ryals determined a quorum with all seven Trustees present.

Others present included Walker, SR Director of Accounting; Clark, Director of Marketing and Member Relations; Pleasant, Director of Operations; Welch, Director of IT and Broadband; Ryals, Executive Administrative Assistant; Poteet, Benefits Specialist/Staff Secretary, Tina Glory-Jordan, Cooperative Attorney and Don Richards, Attorney with Richards, Elder and Frost, PLLC.

A motion was made by Trustee Cooper and seconded by Trustee Shankle to go into executive session at 9:06 a.m. The motion carried unanimously.

A motion was made by Trustee Cooper and seconded by Trustee Lamons to come out of executive session at 10:06 a.m. and resume regular session with no action taken during executive session.

President Manes declared to move to Recess at 10:06 a.m.

President Manes reconvened the regular meeting at 10:25 a.m.

A motion was made by Trustee Lamons and seconded by Trustee Shankle to accept the Resignation of CEO John Lee. The motion carried unanimously.

A motion was made by Trustee Cooper and seconded by Trustee Teague to waive the reading of and to approve the minutes of the regular monthly board meeting of September 3, 2024 as written. Copies were previously mailed to each Trustee. The motion carried unanimously.

A motion was made by Trustee Mayfield and seconded by Trustee Walls to waive the reading of and to approve the minutes of the special board meeting of September 16, 2024, as written. Copies were previously mailed to each Trustee. The motion carried unanimously with no action taken.

STAFF REPORTS

Marketing and Member Relations Update – Glen Clark, Director of Marketing & Member Relations presented an update on:

- Rebate Update
- Shoot for the Nations Update
- National Coop Month – Tailgate at Keys Public School Football Game, Hulbert Homecoming Parade and Trunk or Treat at Hulbert City Park
- Co-op Influencer Focus Group Update
- OAEC CO-OPPEUR Update
- Legislative Dinner Update
- Tour Plant Update

Financial Report – Leisa Walker, SR Director of Accounting presented:

- Financial Report
- Budget to Actual Comparison for August 2024

Engineering and Operations Report – Logan Pleasant, Director of Operations presented an update on:

- Operations
- Electric Contractors
- Right-of-Way
- Fleet Updates
- Outage Reports
- Safety Report – There were no accidents to report for August 2024

NEW BUSINESS

A motion was made by Trustee Teague and seconded by Trustee Cooper to approve the rescinding of memberships for all members for whom service has been discontinued since the last regular board meeting and to accept as new members all those applicants for membership whose applications have been received. The motion carried unanimously.

A motion was made by Trustee Mayfield and seconded by Trustee Walls to elect Trustee Cooper and Trustee Lamons as CFC voting delegate and alternate for the 2024 Regions 8 - 10 Meeting. The motion carried unanimously.

A motion was made by Trustee Cooper and seconded by Trustee Lamons to approve the Directors to attend the 2024 Directors Association Meeting & Banquet in Oklahoma City on December 9 - 10, 2024. The motion carried unanimously.

A motion was made by Trustee Cooper and seconded by Trustee Walls to retire \$1,224,935 in capital credits. LREC will retire \$482,579 of 1994 capital credits, and \$742,356 of 2023 capital credits. Capital credit retirements will be in the form of a credit on the electric bill in late December. Members receiving a credit will have a note inserted on their bill informing them about the credit on the bill. Inactive members will also receive a check. The motion carried unanimously.

A motion was made by Trustee Cooper and seconded by Trustee Mayfield to approve the revision of Policy #508 Substance Abuse and Testing Policy as presented. The motion carried unanimously.

A motion was made by Trustee Lamons and seconded by Trustee Mayfield to approve the revision of Policy #526 Smoking and Other Uses of Tobacco as presented. The motion carried unanimously.

A motion was made by Trustee Cooper and seconded by Trustee Teague to adopt Policy #526A Marijuana Use as presented. The motion carried unanimously.

A motion was made by Trustee Cooper and seconded by Trustee Lamons to table the revision of LREC Bylaws as presented until next Board Meeting. The motion carried unanimously.

A motion was made by Trustee Mayfield and seconded by Trustee Lamons to change the November 2024 Board Meeting Location to 405 S Rogers Ave Hulbert, OK due to Construction at LREC. The motion carried unanimously.

PRESIDENT AND TRUSTEE REPORTS

KAMO - Trustee Teague reported his and CEO Lee's attendance at the KAMO monthly meeting September 13, 2024. Copies of KAMO's board summary report of items discussed were distributed to each Trustee.

UPDATE OF LEGAL MATTERS – Tina Glory-Jordan reported the Bylaw Review is complete.

LREC CEO REPORT – President Manes reported on the following items:

- KWH Sales
- Bylaw Review
- Policy Review

LRTC CEO REPORT – Leisa Walker, SR Director of Accounting reported on the following items:

- Capital Expenditures Update

LRTC FINANCIAL REPORT - Leisa Walker, SR Director of Accounting reported on the following items:

- Financial Report

LRTC REPORT– Jarrod Welch, Director of IT and Broadband presented an update on:

- Fort Gibson Discussion Update
- Oklahoma Broadband Office Update
- EPON Conversion Update
- Outage Report Update
- Total Subscribers 12,974

A motion was made by Trustee Lamons and seconded by Trustee Cooper to go back into executive session at 11:57 a.m. for the purpose of reviewing wage and salary plan, employee and CEO pay adjustments. The motion carried unanimously.

A motion was made by Trustee Cooper and seconded by Trustee Mayfield to come out of executive session at 12:06 p.m. and resume regular session with no action taken during the executive session. The motion carried unanimously.

A motion was made by Trustee Mayfield and seconded by Trustee Cooper to approve the revision of the Wage and Salary Plan Policy #204 by increasing all salaries of the plan at a minimum of 5.5% as recommended by Walker, SR Director of Accounting. The motion carried unanimously.

A motion was made by Trustee Lamons and seconded by Trustee Cooper to approve annual pay increases, averaging 7.7%, as presented by Walker, SR Director of Accounting. The motion carried unanimously.

No action was taken on the CEO Evaluation.

OTHER BUSINESS

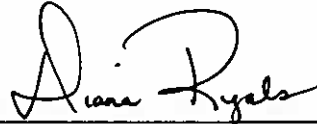
Any Unforeseen Business – President Manes requested to Executive Administrative Assistant, Diana Ryals to notify Employees about CEO John Lee’s Resignation through email.

Announcements – None

A motion was made by Trustee Lamons and seconded by Trustee Walls to adjourn the regular monthly meeting at 12:09 p.m. The motion carried unanimously.



Randall Shankle, Secretary/Treasurer



Diana Ryals, Recording Secretary