

**MINUTES OF THE REGULAR MEETING OF THE  
BOARD OF DIRECTORS OF SOUTH CENTRAL INDIANA  
RURAL ELECTRIC MEMBERSHIP CORPORATION  
HELD NOVEMBER 20, 2025**

The Regular Meeting of the Board of Directors of South Central Indiana Rural Electric Membership Corporation was held pursuant to notice as required by the Bylaws at the principal office of the Cooperative, 300 Morton Avenue, Martinsville, Indiana on Thursday, November 20, 2025, at 4:30 p.m.

The following Directors were present: Mark Smith (virtual), Jerry Pheifer, Brad Shields, Lisa Prosser, Rex Franklin, Ken Sebastian, Bruce Hamlin, Mike Witte, and Don Renner. Others in attendance were Suzanne Jaworowski, Indiana Secretary of Energy and Natural Resources; Donna Walker and Rob Horton, Hoosier Energy; Ryan Hadley, Indiana Electric Cooperatives; Jim Buddenbaum, General Counsel; James Tanneberger, President & CEO; Randy Elliott, Chief Operating Officer; Scott Perry, Chief Operating Officer; Tammy Haenlein, VP of Member Services; Gregg Hopsicker, VP of Distribution Services; Marilou Idland, VP of Human Resources; Charity Coffman, VP of Finance; Micah Buchanan, VP of Fiber; and Stacey Sauer, Executive Assistant.

Ms. Coffman opened the meeting with prayer. Chairman Hamlin asked if there were any amendments or corrections to the minutes of the Regular Board of Directors' Meeting held October 30, 2025. Hearing none, Mr. Franklin made a motion to approve the minutes as presented. The motion was seconded by Mr. Pheifer and approved.

Safety and Cybersecurity Report: Mr. Tanneberger reviewed the Safety and Cybersecurity Reports for the month. Following discussion, Mr. Sebastian made a motion to accept the Safety and Cybersecurity Reports. The motion was seconded by Ms. Prosser and passed.

Staff Report: Ms. Coffman gave the Staff Report for the month presenting general information including members and meters served, miles of line maintained, and the fiber project. She further discussed electric revenues versus expenses and challenges with regards to vegetation management and major storms.

Chairman Hamlin introduced Suzanne Jaworoswski, Indiana Secretary of Energy and Natural Resources. Ms. Jaworowski briefly discussed her role and the governor's current agenda to address reliable and affordable electricity.

Hoosier Energy CEO, Donna Walker, reviewed national and industry trends, NERC's winter reliability assessment, Hoosier Energy's energy resource portfolio, system reliability and upgrades, the future wholesale rate outlook and answered the Directors' questions.

Financial Reports: The Board reviewed the financial reports for October 2025. Following discussion, Ms. Prosser made a motion to accept the financial reports and write-offs to bad debt for October 2025 as presented. The motion was seconded by Mr. Renner and passed. Ms. Coffman further reported that the 2024 Form 990 has been uploaded to the Resource Center of OnBoard.

#### Committee Meetings

**Work Plan and Budget Committee:** The Committee met on November 14 to review and discuss further 2026 budget and work plan details. Following discussion,

Mr. Shields made a motion to approve the 2026 Work Plan and Budget as recommended by the Committee. The motion was seconded by Mr. Witte and passed.

SCI Fiber: Mr. Tanneberger reported that SCI Fiber continues to be a great asset to our membership and participation continues to increase. The fiber area is focusing on member services and process improvement. There are currently 12,200 fiber subscribers.

Mr. Tanneberger next brought the Board up to date on recent activities of Accord Telecommunications Collaborative and answered the Directors' questions. The group further discussed SCI's Accord investment as it compares to other members' investment in Accord.

Unfinished Business: Mr. Tanneberger reviewed the updated President/CEO goals for 2025.

The Board was reminded that two Operation RoundUp Trustees would need to be appointed by January. Mr. Hamlin recommended appointing Shirley Garvin of Monroe County to fill one of the open seats. Following discussion, Mr. Renner made a motion to appoint Shirley Garvin to the Operation RoundUp Board of Trustees. The motion was seconded by Mr. Witte and approved.

Directors were reminded of the Indiana Electric Cooperatives' Annual Meeting to be held December 8-9, 2025, in Indianapolis.

New Business: The Board considered proposed new Rate Schedule 45 – Load Station Service Rate. Following discussion, Mr. Smith made a motion to approve the Rate Schedule 45 as presented. The motion was seconded by Mr. Shields and passed.

The Directors considered a resolution allowing the President/CEO to execute all necessary documents and to take any and all further actions necessary to carry out the intentions of the Board as indicated in this resolution to amend the 401(k) Pension Plan and Retirement Security Plan for the REMC Vegetation Management Department who are represented by IBEW Local 1393, which is authorized to negotiate a collective bargaining agreement on their behalf. Following discussion, Mr. Franklin made a motion to adopt the resolution as presented. The motion was seconded by Ms. Prosser and unanimously approved. The resolution is attached.

Chairman, Bruce Hamlin, reported that the board committee assignments will remain the same for 2026.

Directors were informed that registration is open for the NRECA PowerXchange meeting to be held March 6-11 in Nashville, Tennessee. Those wishing to attend should let Ms. Sauer know as soon as possible.

President/CEO Report: Mr. Tanneberger reported he continues to communicate SCI's strategic vision, mission statement, and internal vision to employees to ensure all are working toward the same goal.

He then asked if there were any questions regarding the President/CEO's monthly written report. Following discussion, Mr. Sebastian made a motion to accept the President/CEO's Report. The motion was seconded by Mr. Witte and approved.

Hoosier Energy: Mr. Pheifer reported on the recent meeting of the Hoosier Energy Board and answered the Directors' questions.

Indiana Electric Cooperatives: Mr. Hamlin gave a report on the recent meeting of the Indiana Electric Cooperatives Board and answered the Directors' questions.

There being no further business to come before the Board, the meeting was adjourned to an Executive Session.

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Bruce Hamlin, Chairman

ATTEST:

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Jerry W. Pheifer, Secretary