

**MINUTES OF THE REGULAR MEETING OF THE
BOARD OF DIRECTORS OF SOUTH CENTRAL INDIANA
RURAL ELECTRIC MEMBERSHIP CORPORATION
HELD AUGUST 28, 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, August 28, 2025, at 5:00 p.m.

The following Directors were present: Mark Smith, Jerry Pheifer, Brad Shields, Lisa Prosser (virtual), Rex Franklin, Ken Sebastian, Bruce Hamlin, Don Renner, and Mike Witte. Others in attendance were Mike Schultz (virtual), 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; and Stacey Sauer, Executive Assistant.

Director Rex Franklin 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 July 31, 2025. It was noted that the Personnel Committee Meeting was scheduled for Tuesday, August 26 versus Thursday, and the Work Plan and Budget Committee Meeting was scheduled for Thursday, August 28. Thereafter, Ms. Prosser made a motion to approve the minutes as amended. The motion was seconded by Mr. Sebastian and approved.

Safety and Cybersecurity Report: Mr. Tanneberger reviewed the Safety and Cybersecurity Reports for the month. Following discussion, Mr. Shields made a

motion to accept the Safety and Cybersecurity Reports. The motion was seconded by Mr. Smith and passed.

Wins: Mr. Hopsicker reported that one of our vegetation management contractors was able to successfully remove an extremely large tree that was a threat to our lines.

Ms. Haenlein reported on the preliminary awarding of the BEAD grant funds with SCI receiving the previously awarded areas to serve.

Mr. Hamlin presented Director Mike Witte with a certificate for completion of necessary courses to become a Credentialed Cooperative Director. Congratulations to Mr. Witte.

Financial Reports: The Board reviewed the financial reports for July 2025. Following discussion, Mr. Franklin made a motion to accept the financial reports and write-offs to bad debt for July 2025 as presented. The motion was seconded by Mr. Witte and passed.

Committee Meetings

Personnel Committee: Mr. Franklin discussed a summary of the recent Personnel Committee Meeting and the recommendation with regards to 2026 benefits. Following discussion, Mr. Pheifer made a motion to approve the recommendation as presented. The motion was seconded by Mr. Sebastian and passed.

Work Plan and Budget Committee: Mr. Prosser reported on the recent meeting of the Work Plan and Budget Committee. The Committee discussed budget ratios for 2026 which will be included in the September Board Report. The Committee scheduled a meeting for November 14 at 2:00 pm for further budget detail.

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 in the areas of new signups and service calls. There are currently 11,889 fiber subscribers. He further reported that a Vice President of Fiber has been hired and will be joining the company in the near future and SCI's plan to join the NRECA Broadband Branch (further information at next month's meeting).

Mr. Tanneberger next brought the Board up to date on recent activities of Accord Telecommunications Collaborative and answered the Directors' questions.

Strategic Plan Update: The combined strategic planning action spreadsheet was uploaded for the Board's information and review. Mr. Tanneberger also reported that staff will have a strategic planning session prior to the end of the year and will plan for a strategic planning board retreat mid-year 2026.

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

Ms. Haenlein reported that the Annual Meeting Notice and ballot will be mailed/mailed on Friday, August 29. The SCI website will have the director candidate videos live at that time as well. The Annual Meeting will be held on Saturday, September 28 beginning at 9:45 am via Facebook live.

New Business: The Board considered the CoBank Certificate of Resolutions and Incumbency naming SCI's authorized representatives to utilize one or more cash management services offered by CoBank. Following discussion, Mr. Pheifer made a motion to approve the CoBank Certificate of Resolutions and Incumbency as

presented. The motion was seconded by Mr. Franklin and unanimously approved. The document is attached.

The Federated Insurance Subscriber's Agreement and Power of Attorney were reviewed by the Board. Following review, Mr. Witte made a motion to approve the document as presented. The motion was seconded by Mr. Smith and passed. The document is attached.

The Board discussed the Blue Ribbon Auction held during the IEC Annual Meeting and considered donating. Following discussion, Mr. Pheifer made a motion to donate \$500.00 to the auction which benefits the Ronald McDonald House. The motion was seconded by Mr. Franklin and passed.

The Board was reminded of the Peden Farm Festival to be held September 25-26, 2025.

Attorney: Mr. Schultz reviewed the following board policy:

Board Policy No. 1-2 – Development of Board Policies– The Board reviewed the policy and there were no recommended amendments.

Board Policy No. 1-3 – Organization Plan and Structure – The Board reviewed the policy and there were no recommended amendments.

Mr. Schultz further discussed ongoing projects.

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. Shields made a motion to accept the President/CEO's Report. The motion was seconded by Mr. Pheifer and approved.

Operation RoundUp: The Board reviewed the recap of the meeting of the RoundUp Board of Trustees held August 13, 2025.

Hoosier Energy: There was not a Hoosier Energy Board Meeting in August.

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 of the Board.

Bruce Hamlin, Chairman

ATTEST:

Jerry W. Pheifer, Secretary