

**MINUTES OF THE REGULAR MEETING OF THE  
BOARD OF DIRECTORS OF SOUTH CENTRAL INDIANA  
RURAL ELECTRIC MEMBERSHIP CORPORATION  
HELD MAY 22, 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, May 22, 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 Jim Buddenbaum, General Counsel; James Tanneberger, President & CEO; Randy Elliott, 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; and Stacey Sauer, Executive Assistant.

Director Don Renner opened the meeting with prayer. Chairman Hamlin then asked if there were any amendments or corrections to the minutes of the Regular Board of Directors' Meeting held April 24, 2025. Hearing none, Mr. Witte made a motion to approve the minutes as presented. The motion was seconded by Mr. Smith and approved.

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

Financial Reports: The Board reviewed the financial reports for April 2025. Ms. Coffman reported that staff is working on documentation for FEMA reimbursement as a result of damage sustained from storms on March 31 and April 2, 2025.

Following discussion, Mr. Smith made a motion to accept the financial reports and write-offs to bad debt for April 2025 as presented. The motion was seconded by Mr. Franklin and passed.

### Committee Meetings

**Personnel Committee:** A meeting of the Personnel Committee was held on Monday, May 19 at 9:00 am at the REMC office. The Personnel Committee report will be presented during an Executive Session at the end of the Regular Board Meeting.

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 11,662 fiber subscribers.

He further reported on the recent activities of Accord Telecommunications Collaborative and answered the Directors' questions.

Strategic Plan Update: The updated combined strategic planning action spreadsheet was uploaded for the Board's information and review.

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

Ms. Sauer demonstrated the OnBoard Portal for the Board and answered the Director's questions. Following discussion, Mr. Renner made a motion to move forward with the OnBoard Board Portal and provide notice of cancellation to our current vendor. The motion was seconded by Mr. Smith and passed unanimously.

New Business: Mr. Tanneberger reported that SCI had received correspondence from CFC regarding the Cooperative System Integrity Fund. The correspondence indicated there would not be a request for contributions this year.

The Voting Delegate to the CFC Annual Meeting was considered by the Board. The Board appointed Don Renner as the Voting Delegate.

Next, the Directors considered the proposed CFC Bylaw amendments. Following discussion, Mr. Smith made a motion to approve the proposed CFC Bylaw amendments as presented. The motion was seconded by Mr. Sebastian and passed.

Attorney: Mr. Buddenbaum indicated that review of Board Policy No. 1-4 will be tabled until the June Board Meeting.

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

Miscellaneous Reports:

Operation RoundUp: The Board reviewed the recap of the meeting of the RoundUp Board of Trustees held May 14, 2025.

Hoosier Energy: Mr. Pheifer gave a report 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.

Mr. Hamlin and Mr. Franklin reported on the recent CoBank Customer Meeting. The Board was informed that the 2026 CoBank Customer Meeting will be held in Indianapolis on March 16-17.

There being no further business to come before the Board, the meeting was adjourned to an Executive Session. Upon reconvening the Regular Meeting, Mr. Shields made a motion to approve the Personnel Committee's recommendation for the 2025 changes to the non-union compensation plan. The motion was seconded by Mr. Pheifer and approved.

Thereafter, the meeting was adjourned.

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Bruce Hamlin, Chairman

ATTEST:

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Jerry W. Pheifer, Secretary