

**MINUTES OF THE REGULAR MEETING OF THE  
BOARD OF DIRECTORS OF SOUTH CENTRAL INDIANA  
RURAL ELECTRIC MEMBERSHIP CORPORATION  
HELD OCTOBER 30, 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, October 30, 2025, at 4:30 p.m.

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

COO Randy Elliott 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 September 25, 2025. Hearing none, Mr. Renner made a motion to approve the minutes as presented. The motion was seconded by Mr. Sebastian and approved with Director Mark Smith abstaining as he was not present at the meeting.

Attorney Mike Schultz conducted the Director Oath of Office. Following the oath of office, the Board considered the election of officers. Mr. Franklin made a

motion to reappoint the current slate of officers. The motion was seconded by Mr. Smith and passed unanimously. The officers for 2025-2026 are as follows:

Bruce Hamlin, Chairman  
Mark Smith, Vice Chairman  
Jerry Pheifer, Secretary/Treasurer

Safety and Cybersecurity Report: Mr. Tanneberger reviewed the Safety and Cybersecurity Reports for the month. Ms. Idland discussed the recent safety assessment and items being addressed as well as future planned safety measures. Following discussion, Mr. Pheifer made a motion to accept the Safety and Cybersecurity Reports. The motion was seconded by Ms. Prosser and passed.

Staff Report: Mr. Tanneberger gave the Staff Report for the month discussing emerging technologies and the potential benefits to SCI.

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

#### Committee Meetings

**Work Plan and Budget Committee:** The Committee will meet on 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. There are currently 12,136 fiber subscribers.

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 met recently to review the business plan for 2026, and this information will be shared next month. A five-year strategic planning meeting will be scheduled mid-year in 2026.

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

Ms. Haenlein reported on the recent annual meeting indicating that more detailed information would be presented in December along with the 2026 Communication Plan.

New Business: The Board reviewed and approved the CoBank proposed capitalization bylaw amendment and preferred stock revolver.

The 2026 Board Meeting and Holiday Schedule were then reviewed and approved by the Board.

As a matter of record keeping, the Board approved the transfer of funds from the RUS Trustee account to the Cooperative's General Fund for approved construction costs included in the FFB/RUS bank loan.

The Board was reminded of the Indiana Electric Cooperative (IEC) Annual Meeting to be held December 8-9 in Indianapolis. Those planning to attend should let Mrs. Sauer know as soon as possible.

Attorney: Mr. Schultz reviewed the following board policy:

Board Policy No. 2-3 – Director Per Diem and Expense Reimbursement – Following review of the proposed amendments and additional changes, Mr. Smith made a motion to approve the policy as amended. The motion was seconded by Mr. Renner and approved. A copy is attached.

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. Pheifer made a motion to accept the President/CEO's Report. The motion was seconded by Ms. Prosser 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, Mr. Renner made a motion to adjourn the meeting. The motion was seconded by Mr. Smith and passed.

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Bruce Hamlin, Chairman

ATTEST:

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Jerry W. Pheifer, Secretary