

# ENERGYUNITED ELECTRIC MEMBERSHIP CORPORATION

## Minutes of Regular Meeting of the Board of Directors

### July 17, 2025

Pursuant to due notice thereof, a regular meeting of the Board of Directors of EnergyUnited Electric Membership Corporation was held at the Cooperative's Headquarters in Statesville, North Carolina, at 1:00 p.m. on Thursday, July 17, 2025. With Board President Brian Sisson presiding, the following proceedings were held (action being by unanimous or without dissenting vote or abstention unless otherwise stated):

#### 1. CALL TO ORDER

President Sisson called the meeting to order.

#### 2. INVOCATION

Director Craig Black gave the invocation.

#### 3. ROLL CALL

Upon calling the roll, all Directors were present. Also present were Chief Executive Officer Thomas Golden, Chief Operating Officer Brett Alkins, Chief Financial Officer Alec Natt, Chief Human Resources Officer Pam Britt, Vice President of Energy Delivery Steve McCachern, Vice President of Energy Services and Corporate Communications LaQuisha Parks, Vice President of Information Technology Ryan Gardner, Director-Elect Brad Blackwelder, Manager of Business Transformation Leon Powers, Corporate Attorney Roy McDonald, and Executive Assistant Shamica Butts-Young.

#### 4. APPROVAL OF AGENDA

*Upon motion duly made and seconded, the July 17, 2025 Regular Meeting of the Board of Directors agenda, was **ADOPTED**.*

#### 5. GENERAL SESSION

##### a. ITEMS FOR ACTION

##### i. ELIMINATION OF REBATE PROGRAM

CFO Alec Natt reviewed the Cooperative's energy efficient heat pump rebate program and the Cooperative's Commercial & Industrial Lighting Rebate Program, both of which were launched in 2009 as part of Senate Bill 3 compliance efforts. These programs were designed to incentivize

reduced energy consumption, but are not universally accessible, place a significant administrative burden on the Cooperative, have dropping participation rates, and have a limited impact on overall load reduction and Cooperative economics. It is management's recommendation that both programs be eliminated, effective December 31, 2025.

*Upon motion duly made and seconded, the following resolution was  
**APPROVED:***

***NOW, THEREFORE, BE IT RESOLVED,*** the Board of Directors authorizes the suspension of the EnergyUnited Energy Efficiency Rebate Programs effective December 31, 2025.

**b. ADDITIONAL INFORMATIONAL ITEMS**

**i. GENERATOR TRANSITION UPDATE**

COO Brett Alkins reported on the key events that will occur over the next three months in the transition of generator sales and service to Canter Power Systems.

*No action was requested.*

**ii. JUNE MAC MEETING FEEDBACK OVERVIEW**

COO Brett Alkins reported on feedback from the June meetings of the Statesville, Lexington, and Lake Norman Member Advisory Committees. The feedback has been overwhelmingly positive and resulted in improvements to HomeServe mailings and resolution of a member's questions regarding budget billing.

*No action was requested.*

**iii. QUARTERLY STRATEGY UPDATE: SAFETY/SECURITY**

Manager of Business Transformation Leon Powers reported on the Cooperatives implementation of recommendations made in the 2024 Security Assessment, including but not limited to, installation of advanced security camera systems, improved fencing, removal of obsolete structures, and observation of crews at work in the field. These efforts have resulted in overall vulnerability metrics being reduced by 3.7%.

*No action was requested.*

**iv. FORM 990**

CFO Alec Natt reviewed the Cooperative's IRS FORM 990.

*No action was requested.*

**v. BYOD SERVICE FOR PERSONAL PHONES**

Vice President of Information Technology Ryan Gardner reviewed the Bring Your Own Device options being made available to directors, which are designed to balance convenience with security.

*No action was requested.*

**vi. ANNUAL MEETING REVIEW**

Corporate Attorney Roy McDonald reported on upcoming events in the 2025 EnergyUnited Board of Directors election.

*No action was requested.*

**c. CHIEF EXECUTIVE OFFICER REPORT**

CEO Thomas Golden reported on the following matters:

- Mattie's Law – a bill has been introduced by the family of a deceased lineman. The bill increases safety requirements within work zones, increases penalties against reckless drivers, and creates a fund to support families of deceased workers.
- Update on RUS Loan Application – The RUS loan application has been approved.
- Cybersecurity Training & Artic Wolf – A recent training session included an unusually formatted quiz that confused many takers, which resulted in overall performance scores dropping slightly.
- NRECA International Trip – The Cooperative is sponsoring and sending four linemen.
- Final Draft of the Board & ELT Retreat Agenda – This has been made available to directors.
- Executive Assistant Shamica Butts-Young reported on upcoming director training, conferences, and meetings.

*No other action was requested.*

## 6. **EXECUTIVE SESSION**

*Upon motion duly made and seconded, the Board went into executive session at approximately 2:30 p.m. and President Sisson declared the Board in open session at approximately 2:50 p.m.*

*All matters set out in the agenda for presentation and discussion in executive session were presented and discussed. See the Minutes of Board of Directors Meeting – Executive Session dated July 17, 2025, prepared by Corporate Attorney Roy McDonald.*

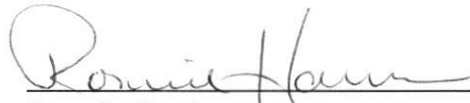
## 7. **OTHER ITEMS**

No other items were presented or discussed.

## 8. **ADJOURN**

*Where upon there being no further business to be taken, upon motion duly made, seconded, and **APPROVED**, the meeting adjourned at approximately 3:00 p.m.*

I, the duly elected and qualified Secretary of EnergyUnited Electric Membership Corporation, do hereby certify that the foregoing actions were taken by the Directors of the Cooperative at a meeting duly noticed and held July 17, 2025.

  
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Ronnie Harrison  
Secretary