

## **TRI-COUNTY ELECTRIC COOPERATIVE, INC.**

St. Matthews, South Carolina  
Minutes of the Board of Trustees Meeting  
September 25, 2025

Pursuant to due notice thereof, a regular meeting of the Board of Trustees of Tri-County Electric Cooperative, Inc. (hereinafter called the "Cooperative") was held on September 25, 2025 in the Boardroom at the Headquarters Office in St. Matthews, South Carolina.

The following trustees were present: Barbara Weston, Ida L. Dixon, S. George Wilson, William Robinson, James R. Dantzler, Willie Jeffries, Joe Strickland, Gary Geiger, and Jacqueline S. Shaw. Also present were Chad T. Lowder, CEO, John Felder, General Council, Frank Furtick, VP of Engineering and Operations, Wilford Thompson, VP of Member Services, Tina Turnage, VP of Finance, Kristen Zeigler, VP of Human Resources, and Executive Assistant, Cindy Sarratt, who recorded the minutes of the meeting. In addition, Dan Bruning of EleCo Solutions attended to present the results of the Employee Compensation Study.

### **CALL TO ORDER – INVOCATION**

President Ida Dixon called the meeting to order at 1:00 p.m. Following the Call to Order, George Wilson gave the Invocation.

### **APPROVAL OF MINUTES OF BOARD MEETING OF August 28, 2025**

On motion by Barbara Weston, seconded by William Robinson and carried, the minutes of the Regular Monthly Board of Trustees Meeting of August 28, 2025 were approved.

### **REPORTS**

#### **FINANCIAL REPORTS**

The System Summary Reports and Monthly Financial Statements for August 2025 for the Cooperative and TriCo Development were approved as presented by the CEO.

#### **NEW MEMBER REPORT**

The CEO reported that 90 new members made application for service in August 2025. Those members are now actively receiving electric service from the Cooperative. On motion by Jim Dantzler, seconded by Barbara Weston, and carried, the following resolution was passed:

RESOLVED, that the application of new members for August 2025 is hereby accepted and approved.

There were 135 Final Bills sent out for the month of July. Those members are no longer receiving electric service from the Cooperative.

### **SAFETY REPORT**

Mr. Lowder reported that there were no Lost Time Accidents, No Hours Lost, No OSHA Recordable Accidents, no Employee Injuries, no Vehicle Accidents, and no miscellaneous accidents reported in August 2025. Two Consumer Damage Claims were filed for damages to electronics caused by outages due to vines and transformer issues.

### **BOARD COMMITTEE REPORTS**

#### **AUDIT COMMITTEE**

No report. The Audit Committee will meet at 1:30 p.m. on October 29, 2025 to review expense accounts for August and September 2025.

#### **ECONOMIC DEVELOPMENT COMMITTEE**

No report.

#### **CEO COMPENSATION AND BENEFITS COMMITTEE**

No report.

#### **ETHICS AND GOVERNANCE COMMITTEE**

No report.

#### **POLICY AND BYLAWS COMMITTEE**

No report.

### **ORGANIZATIONAL UPDATES**

#### **CENTRAL UPDATE**

A summary of the Central Board Meeting was posted in BoardEffect. Key topics discussed were the phasing out of the Class B Membership, a Resolution for an Economic Development Rider, and a Resolution approving the Duke U1 Merger.

#### **STATEWIDE UPDATE**

No report. Statewide will have a board meeting next week.

#### **CEEUS UPDATE**

No report.

#### **OPERATION ROUNDUP UPDATE**

Mr. Lowder reported that five new board members were welcomed at the quarterly meeting on September 8, 2025. The list of grants awarded at that meeting was posted on BoardEffect.

## **OLD BUSINESS**

### **ECONOMIC DEVELOPMENT UPDATE**

The CEO gave the board an update on Project SOCO and other industrial prospects hoping to locate in the Tri-County Global Industrial Site.

### **FIBER PROJECT UPDATE**

The Fiber Project update was given at the TriCoLink Board Meeting held immediately following the Tri-County Electric Cooperative board meeting.

### **MONTHLY OUTAGE REPORT**

Mr. Lowder indicated there have been some regulator issues in the Sandy Run Substation, but no major outages.

## **NEW BUSINESS**

### **ANNUAL MEETING DISCUSSION**

The CEO reported that the Credentials and Election Committee met on September 23<sup>rd</sup> and certified all Incumbent Candidates and one Petition Candidate. The Early Voting schedule was announced.

### **RESOLUTION: TRUSTEE ATTENDANCE AT NRECA REGION II-III MEETING**

On motion by Barbara Weston, seconded by Jackie Shaw, and carried, the following Resolution was approved:

WHEREAS, the Cooperative Trustees are encouraged to attend and represent the Cooperative at regional, national, and statewide meetings;

AND WHEREAS, the following Trustees have requested permission to attend the 2025 NRECA Region 2 & 3 Meeting in Biloxi, Mississippi October 20-23, 2025: Ida Dixon, George Wilson, Willie Jeffries, and Jim Dantzler;

THEREFORE, BE IT RESOLVED, the Board of Trustees hereby approves the Trustees' request to attend the 2025 NRECA Region 2 & 3 Meeting in Biloxi, Mississippi.

### **PRESENTATION OF 2025 EMPLOYEE INSURANCE BENEFITS AND WAGE AND SALARY STUDY**

On motion by Gary Geiger, seconded by George Wilson, and carried, the board entered executive session to receive confidential information regarding employee benefits and results of the employee compensation study. Then, on motion by George Wilson, seconded by Jim Dantzler, and carried, the board returned to regular session after having taken no action in executive session.

**CEO COMMENTS**

The CEO presented the Agenda for the Strategic Planning Meeting, scheduled for September 30-October 1, 2025, reminded the board that the October board meeting will be held on October 29, 2025, and presented some RESAP highlights. A full RESAP report will be shared when it is received.

Barbara Weston gave an update of the Hopkins High School Alumni Foundation Banquet.

**ADJOURNMENT**

There being no further business, on motion by Gary Geiger, seconded by Barbara Weston, and carried, the meeting adjourned at 3:54 p.m.

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Jacqueline S. Shaw, Secretary

APPROVED:

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Ida L. Dixon, President