

PIONEER ELECTRIC COOPERATIVE, INC.
MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES

February 26, 2025

CALL TO ORDER

The regular meeting of the Pioneer Electric Cooperative, Inc. (“Pioneer Electric” or “Cooperative”), Board of Trustees (“Board” or “Trustees”) was held in-person and remotely via Online Microsoft Office Teams on Wednesday, February 26, 2025, at Southern Pioneer Electric Company’s (“Southern Pioneer” or “Company”) office in Medicine Lodge, Kansas. The meeting convened at 8:30 a.m.

Present at the regular meeting were Board President Michael Brewer, Vice President Jeffrey Moyer, Assistant Secretary-Treasurer David Light, and Trustees Darcy Alexander, James Bell, Mark Goehring, and Board Counsel/General Counsel Paul Kitzke. Present remotely for the full meeting was Trustee Lori Deyoe. Absent and excused were Secretary-Treasurer John Jury and Trustee Charles Milburn. Also present at the Board meeting were Lindsay A. Campbell, Chief Executive Officer (“CEO”); Chantry C. Scott, Executive Vice President, Assistant CEO and CFO; Clint Meier, Vice President of Engineering and Operations; and Melissa Morales, Vice President of Human Resources. Also in attendance for the full meeting were Pioneer Electric’s Michelle Brungardt, Executive Assistant; and Ross Riley, Manager of Engineering and Operations. Also in attendance were Southern Pioneer’s Brian Beecher, Manager of Engineering and Operations; and Nate Gillespie, Manager of Engineering and Operations. Present remotely for the full meeting was Larissa Layman, Legal and Regulatory Affairs Coordinator. In partial attendance remotely were Kristen Koehn, Manager of Energy Solutions; and Tolan Seger, Manager of Safety and Compliance. Board President Michael Brewer called the meeting to order.

INVOCATION & PLEDGE OF ALLEGIANCE

The meeting opened with an invocation and the Pledge of Allegiance.

APPROVAL OF MEETING AGENDA AS PUBLISHED OR AMENDED

A motion was made and seconded to approve the meeting agenda as published or amended.

Motion carried.

PUBLIC – INTRODUCTION OF GUESTS

None present.

CONSENT AGENDA

- 1. Approval of January 22, 2025, Regular Board Meeting Minutes**
- 2. Approval of January 22, 2025, Executive Meeting Minutes**
- 3. Approval of New & Reactivated Memberships**
- 4. Approval of Deactivated Memberships**
- 5. Approval of January 2025 Estate Retirement Applications**
- 6. Approval of January 2025 General Fund Checks & Transactions**
- 7. Approval of January 2025 Board Expense Reports**
- 8. Approval of December CEO Expense Report**

After reviewing and discussing expense reports and general fund checks, a motion was made and seconded to approve the Consent Agenda. Motion carried.

KEC WINTER CONFERENCE

Trustee Jim Bell and Pioneer's CEO, Lindsay A. Campbell, Assistant CEO, Chantry Scott, and Executive Assistant, Michelle Brungardt attended KEC's Winter Conference and Annual Meeting February 1st-3rd in Topeka, Kansas. They reported that the meeting went well and there

were updates provided regarding safety, communications, and regulatory legislative activities. Additionally, the meeting allowed Trustees and Staff to meet with legislators.

2025 NRECA DIRECTORS CONFERENCE

Trustee Mark Goehring attended NRECA's Directors Conference January 25th-28th in Ponte Verde, Florida. Trustee Goehring reported that the conference was informative and topics discussed included artificial intelligence, cybersecurity, and growth of data centers.

SUNFLOWER ELECTRIC UPDATE

CEO, Lindsay A. Campbell, updated the Board on Sunflower Electric Power Corporation ("Sunflower") activities for the month of February. CEO Campbell gave an update on the Clifton Replacement project and reviewed generation and power supply for January 2025. Assistant CEO, Chantry Scott, reported on the 2025 rate design study including a proposed timeline, project plan, and next steps to include multiple objectives. Vice President of Engineering and Operations, Clint Meier, shared transmission updates reviewed a recent member load capacity study.

CHIEF EXECUTIVE OFFICER'S REPORT

1. Finance & Accounting Update

a. Financial & Operating/Capital Budget Report

Chantry C. Scott, Executive Vice President, Assistant CEO & CFO, shared with the Board preliminary financial reports for January 2025. Executive VP, Assistant CEO & CFO, Scott reminded the Board that once the year-end processes are complete and the 2024 year is closed out, the final reports will be available for review.

2. Engineering & Operations

Clint Meier, Vice President of Engineering and Operations, elected to stand on a majority of the Engineering and Operations' monthly written report as published for review in the Chief Executive Officer's report posted on OnBoard. VP Meier also updated on FEMA reconstruction and fire alarm options for the pole yard as requested by the Board in the previous January Board Meeting.

a. Wildfire Mitigation Plan

Ross Riley, Manager of Engineering and Operations, presented for approval the Wildfire Mitigation Plan with its intent of protecting public safety and preserving reliable delivery of electricity. The plan contains and describes strategies, programs, procedures, etc. After review and discussion, a motion was made and seconded to approve the Wildfire Mitigation Plan as presentation. Motion carried.

3. Safety Update

Tolan Seger, Manager of Safety and Compliance, provided an update on NOAA transmitters going offline, safety meeting topics for the month of February including corporate security, cold weather, and oil spill cleanup, and shared the dates of the upcoming KEC regulatory visits for all office locations.

4. Energy Services

a. Update on Aged Balances and Disconnects for Non-Payment

Melissa Morales, Vice President of Human Resources, shared with the Board Pioneer Electric and Southern Pioneer February Aged Balance Reports, identifying the total dollar amount of arrearages. A comparison from 2023-2025 was also included revealing that aged balances for Pioneer Electric and Southern Pioneer are

less in comparison to the previous years. VP Morales also reported on the total number of disconnects for non-pay for each of Pioneer Electric and Southern Pioneer's billing cycles. The Kansas Cold Weather Rule went into effect as of November 1, 2024, therefore, the number of disconnects has reduced dramatically. Overall, the disconnect and accounts receivable process are continuing to go well for both companies, and Energy Services is continuing to promote all the ways to pay online, over the phone, and with auto pay.

b. Company "In the News" Report

Melissa Morales, Vice President of Human Resources, discussed recent happenings, hosting the Sublette Chamber Banquet, Youth Tour Winners, Facebook statistics, and recent donations given at Pioneer Electric and Southern Pioneer.

c. We Care Update

Melissa Morales, Vice President of Human Resources, reported on We Care donations given to families who suffered life altering events in 2024.

5. Regulatory and Legislative

Chantry C. Scott, Executive Vice President, Assistant CEO & CFO, advised he would stand on the written Regulatory and Legislative Report as published on OnBoard. Assist CEO Scott updated the Board on preparation for Southern Pioneer's upcoming filing to update and modernize Rules and Regulations. Additionally, Southern Pioneer filed an Application for Waiver from Tariff Provision on Monday, February 3rd to disallow the option to pay by credit card for STR customers and requested an expedited schedule and Order from the KCC to curtail excess merchant fees of which would be in the public

interest. Southern Pioneer also awaits an Order on the Joint Motion filed on February 17th to permit changes to its Renewable Energy Program tariff on behalf of all the parties that intervened in its initial application.

6. NRECA Compendium

Larissa Layman, Legal and Regulatory Affairs Coordinator, presented to the Board the 2025 Proposed Resolutions and Proposed Amendments to NRECA Bylaws that will be voted on during NRECA's Annual Meeting at the upcoming PowerXchange in Atlanta, GA on March 11, 2025.

7. Corporate Services and Energy Solutions

a. Large Load Inquiries

Kristen Koehn, Manager of Energy Solutions, updated the Board on recent large load inquiries.

b. Parallel Generation Statute

Kristen Koehn, Manager of Energy Solutions, reviewed with the Board developments concerning the parallel generation statute.

8. Administration

Lindsay A. Campbell, CEO, advised that she would stand on the majority of the written Administrative Report as published on OnBoard.

a. Health Insurance Update

Melissa Morales, Vice President of Human Resources, reviewed with the Board 2024 savings a result of the unanimous Kansas Electric Cooperatives Health Insurance Trust ("KECHIT") vote made in 2023 to renew the BCBS health insurance plan and move to a self-funded platform acquiring the services of a third-

party for administrative services. Additionally, VP Morales reviewed with the Board strategic considerations for retiree health insurance and voting options for cooperative health plans that will be voted on in the upcoming KECHIT meeting. After review and discussion, a motion was made and seconded to vote consistent with the consensus of the KECHIT group on the health plan documents. Motion carried.

GENERAL COUNSEL'S REPORT

None.

MATTERS REQUIRING BOARD ACTION

1. Approval of Amendment to Company Policy No. 37

After discussion, a motion was made and seconded to approve the Amendments to Company Policy No. 37 as presented adding in additional language to align with the Family Medical Leave Act. Motion carried.

2. Approval of Amendment to Company Policy No. 38

After discussion, a motion was made and seconded to approve the Amendments to Company Policy No. 38 as presented. Motion carried.

3. ACSI Contract

Melissa Morales, Vice President of Human Resources, shared with the Board this year the company will perform an American Customer Satisfaction Index (“ACSI”) survey and that the last full survey performed was in 2017. VP Morales provided a cost comparison between 2017 and 2025 and shared that the contract price for the survey is \$59,590. After review and discussion, a motion was made and seconded to approve the ACSI contract. Motion carried.

4. Budget Deviation - Vehicle

CEO, Lindsay A. Campbell, requested approval of a \$50,000 budget deviation to purchase a vehicle for the Vice President of Human Resources role. CEO Campbell shared that in addition to the budget deviation, the company would like to sell the vehicle used by the previous Vice President of Energy Services role to help offset the purchase of the new vehicle. After review and discussion, a motion was made and seconded to approve the budget deviation of \$50,000 for a vehicle for the Vice President of Energy Services role and to sell the vehicle previously used by the Vice President of Energy Services. Motion carried.

OTHER BUSINESS

1. **NRECA PowerXchange – March 7-12, 2025**
2. **NRECA 2025 TechAdvantage – March 9-12, 2025**
3. **2025 CoBank Western Plains Customer Meeting – March 12-14, 2025**
4. **NRECA New Director Orientation – March 26-28, 2025**
5. **NRECA Safety Leadership Summit – April 22-24, 2025**
6. **NRECA Legislative Conference – April 27-30, 2025**
7. **ACES – May 29-30, 2025**
8. **CFC Forum – June 30-July 2, 2025**

EXECUTIVE SESSION

None.


ADJOURNMENT

With there being no further business, a motion was made and seconded to adjourn the meeting. Motion carried. Meeting adjourned at 1:36 p.m. Motion carried.



David Light, Assistant Secretary-Treasurer

APPROVED:



Michael Brewer, President

