

## MINUTES OF MEETING OF SEPTEMBER 28, 2021

The regular meeting of the Board of Directors of Southwest Tennessee Electric Membership Corporation was held in the office of the Cooperative in Brownsville, Tennessee, on Tuesday, September 28, 2021, at 8:00 A.M.

All the Directors were present. Also present were Kevin Murphy, Mike Russell, Michelle Killen, Pat Mann, and the 2021 Lineman Rodeo Crew.

Robert Kendrick, Chairman, presided over the meeting.

Michelle Killen kept the minutes of the meeting.

Kevin Murphy led the room in prayer and the Pledge of Allegiance.

Marilyn Means spoke to the Board about visiting Mrs. Clara Marshall. She is doing well and sends her regards.

Mike Russell next introduced the 2021 Lineman Rodeo Team and discussed the different competitions and awards received. The team brought home 3 glass trophies.

Next Kevin spoke to the Board about Project Aurora. Ford and SK Battery are coming to the Megasite with a \$5.6B joint venture in building electric F-Series trucks. Southwest will build a substation for distribution to the facilities.

Kevin then discussed the employee Christmas Bonus. He requested that the employees receive the same as they have the past two years, which is \$250. Upon motion of Jackie Butler, seconded by Allen King, the Board approved the Christmas Bonus.

Kevin then spoke to the Board about employee raises. It was previously negotiated for the union employees to receive a 3% raise for the coming year, and that is normally what Kevin asks for the non-union employees to receive as well. Due to a decrease in insurance and pension costs, Kevin proposed a 4% increase for all employees. Upon motion of Teri Robinson, seconded by Allen King, the Board approved the 4% raise for all employees.

The Board next discussed the Consent Agenda and upon motion of Allen King, seconded by Audrey Blue, the August minutes were approved, the October write-offs in the amount of \$14,522.28 were approved, and the vendor payment list and the comparative statement were reviewed and discussed. The President reported a positive margin of \$1,422,500.84.

The President next discussed current events: all STEMC employees helping in restoring power from Hurricane Ida have returned home; 33% of employees are vaccinated and two currently out with symptoms; Clint Malone, VP of Engineering, is evaluating the option for EV Chargers on our system; two 3-phase builds are happening, and normal day-to-day electric maintenance; there are 3500 customers on STEMC Fiber with 500 waiting to be installed; and the Henderson BBQ Festival was 9/24-9/25 and Touchstone Energy was there with the balloon display.

There being no further business to come before the Board, the meeting was duly and regularly adjourned.

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Secretary-Treasurer

APPROVED:

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Chairman