

Piedmont Electric Membership Corporation
Hillsborough, North Carolina
Board of Directors Meeting
November 15, 2021
SUMMARY MINUTES

The regular meeting of the Board of Directors of Piedmont Electric Membership Corporation was held at 3:00 p.m. on November 15, 2021 pursuant to notice of date and time of said meeting at the headquarters of the Cooperative in Hillsborough, North Carolina.

The following members of the Board were present: Bill Barber, Sam Woods, Cy Vernon, David Poythress, V. Kay Scurlock-Ferguson, Richal Vanhook, Steven Bailey, Beth Townsend, Randy Kinley and Steve Long. Also present in person were Steve Hamlin, President and General Manager, Susan Cashion, Vice-President, Compliance and Administrative Officer, Mike Parker, Attorney, Angie Jones, Director of Human Services, Kirk Metcalf, former Director of Human Services and Scott Rowland, Manager of Information Technology. Participating via TEAMS were Larry Hopkins, Vice-President of Engineering, Lisa Kennedy, Vice-President of Financial Services and Robert Riley, Vice-President of Operations.

Mr. Barber, Chair, called the meeting to Order.

The following business was discussed in various levels of detail:

1. Mr. Barber recognized Mr. Woods for completing the Director Gold program.
2. Upon motion and second, the Board approved the minutes from the October 18, 2021 meeting unanimously.
3. Upon motion and second, the Board approved the summary minutes from the October 18, 2021 meeting.
4. Upon motion and second, the Board approved the Monthly Safety Report.
5. Staff reported that Piedmont received credits on the wholesale power supply charges for the coal ash insurance settlements of \$1,070,681.85 from Duke Energy Carolinas, LLC (“DEC”) and \$170,615.93 from Duke Energy Progress, LLC (“DEP”).
6. Staff reported on operations noting that JT&S had conducted crew visits. Piedmont had ten outages from a thunderstorm on October 25, 2021.
7. Staff gave an update on the Rural Economic Development Loan and Grant Program (“REDLG”). Staff also gave the update on RiverStreet Networks (“RSN”).

8. The HR Manager discussed a proposed Policy No. 325 - COVID 19 Vaccination, Testing and Face Covering Standards. Upon motion and second, the Board adopted the policy modified to require unvaccinated employees to pay for the tests when and if the tests are no longer administered without cost, to strike the exemption for employees working from home and to delay implementation until all court orders staying the executive order are lifted.
9. The HR Manager also presented a change to Policy 208 – Vacation Leave to change the resolution of vacation conflicts, which under current policy gives priority to employees with seniority, to allow management to rotate vacation request conflicts around high-demand holidays such as Christmas and Thanksgiving regardless of seniority to foster fairness. Upon motion and second, the Board unanimously approved the changes to Policy No, 208.
10. The HR Manager also presented a proposed Policy No. 326 – Remote Work Guidelines. Upon motion and second by the Board approved the policy as presented except to require all remote work to be reviewed and approved by the President and General Manager with Mr. Kinley voting against the motion.
11. Staff presented three bids for the annual audit. Upon motion and second the Board voted unanimously to award the 2022 annual audit to McNair, McLemore, Middlebrooks & Co.
12. Mr. Hopkins presented a proposed contract for the upgrade of the transmission line between the Cherry Grove substation and the Harrelson substation (formerly Plantation Pipeline substation). This involves replacing all of the poles and insulators but not the line itself. Piedmont solicited bids from five companies and received two bids with the low bid being submitted by Davis Elliot of \$2,946,000. Upon motion by Mr. Vernon and second by Mr. Kinley, the Board voted unanimously toward the contract to Davis Elliot.
13. The VP of Engineering reported that Piedmont had signed agreements with Charter Communications to resolve the 11-year dispute over pole attachments rates.
14. The President and General Manager reviewed the agenda for the Board retreat on December 1 and 2. They will visit the Hyco plant in Person County on December 1 along with several of the Piedmont substations as time permits. The retreat on December 2 will include presentations by legal counsel with NCEMC, An update from Duke Energy and possibly a presentation by Booth and Associates along with departmental presentations.
15. The VP of Financial Services presented the Financial Report for October 2021 and the Wholesale Power Cost Adjustment for October, 2021.

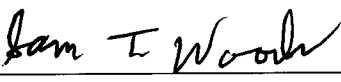
16. Staff was excused at 4:40 for an Executive Session of the Board that ended at 5:25 p.m.

Mr. Barber declared the meeting adjourned at 5:25 p.m. since there was no further business to come before the Board.



Chair

Attest:



Secretary

PEMC\Minutes 11/15/21