

Piedmont Electric Membership Corporation
Hillsborough, North Carolina
Board of Directors Meeting
February 17, 2025
MINUTES

The regular meeting of the Board of Directors of Piedmont Electric Membership Corporation was held at 3:00 p.m. on February 17, 2025 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: Randy Kinley, Steven Bailey, David Poythress, Richal Vanhook, V. Kay Scurlock-Ferguson, Steve Long and Darren Chalk with Cy Vernon and Jimmy Thomas participating via TEAMS. Also present were Jordan Overbee, President and General Manager; Sarah Bohlin, Vice President of Corporate Services; Larry Hopkins, Vice-President of Engineering; Lisa Kennedy, Vice-President of Financial Services; Mike Parker and C.P. Stewart, Attorneys; and Jarrod Kilgore, the new Vice-President of Engineering and Operations.

Mr. Kinley called the meeting to order and offered an invocation.

1. Upon motion and second the Board approved the minutes from the January 21, 2025 Board meeting.
2. Upon motion and second the Board approved the summary minutes from the January 21, 2025 Board meeting.
3. The President & General Manager introduced and welcomed Mr. Kilgore as the Vice-President of Engineering and Operations.
4. The President & General Manager gave the President's report.
 - a. He informed the Board that the vehicles not in use had been sold and vehicles were no longer routinely driven home by employees. The audit is completed.
 - b. The leadership participated in a safety training event sponsored by NCEMC.
 - c. Two crews were dispatched to Blue Ridge EMC to assist with power restoration.
 - d. He reported a very recent injury to an employee not shown on the Monthly Safety Report.
 - e. Piedmont has tested the new alert system that will immediately inform employees in the event of an emergency.

- f. Board members will receive a clothing allowance to use for Piedmont branded apparel.
 - g. Piedmont has slipped on its goals for the System Average Interruption Duration Index (“SAIDI”) and the Customer Average Interruption Duration Index (“CAIDI”) due to some unexpected outages.
5. Upon motion and second the Board approved the Monthly Safety Report.
6. The President & General Manager informed the Board of the progress on pole replacements by Lee Electric and Piedmont crews.
7. The VP of Engineering discussed the right-of-way clearing schedule for 2025. There are 459 miles remaining to be trimmed with 514.29 trimmed to date. Herbicide has been applied to all substations and pole yards using low volume backpack sprayers.
8. The VP of Engineering gave the outage report for the previous month, noting Piedmont had a total of 29 outages for 14,917 hours affecting 6,314 consumers. The most serious outage resulted from the North Roxboro/Mt. Tirzah transmission recloser being blocked and tripped due to an unknown cause, resulting in an outage of 5,740 hours affecting 2,287 customers.
9. The VP of Corporate Services gave the report on the Rural Electric Development Loan and Grant (“REDLG”) loans. There is funding available through the revolving fund and for loans. The Total Community Fire Department of Berea has submitted a request for a loan to purchase a fire engine. They serve 284 Piedmont members and provide mutual aid to the Moriah Fire Department, plus they are scheduled to gain 300 new residences from a subdivision under development. Upon motion and second the Board approved a REDLG loan to the Total Community Fire Department of Berea. It will take approximately 850 days to build the new fire engine. The VP of Corporate Services presented a Resolution approving the REDLG loan.
10. The VP of Corporate Services informed the Board that offering the inducement to employees to transition to the high deductible plan resulted in 14 Piedmont employees and one Piedmont Energy Services employee electing to move to the high-deductible plan.
11. The VP of Corporate Services presented the 2025 benefits summaries for the Piedmont 001 employees, Piedmont 004 employees and Piedmont Energy Services employees.

12. The VP of Corporate Services presented revised policies No. 105 – Equal Employment Opportunity, Nondiscrimination and Affirmative Action and No.312 – Anti-Harassment prepared by employment counsel to comply with the directives from the new administration. Upon motion and second the Board approved the revised Policy No. 105 and Policy no. 312.
13. The VP of Corporate Services presented the Board with post search options from NRECA as a follow-up to the employment of the new President and General Manager. The only expense to Piedmont is the travel expense of the instructor. The instructor will be available on June 4, 2025.
14. The VP of Financial Services presented the AP 8 Work Orders for November and December 2024. Upon motion and second the board unanimously approved the AP 8 Work Orders for November and December 2024.
15. The VP of Financial Services presented the unaudited financials for January 2025. Piedmont experienced 716 normal degree days and 811 actual degree days for a monthly variance of 95 and a cumulative variance of 95 or 13.27%. Piedmont connected 42 new services in 2025 as compared to 31 new services connected year-to-date in 2024 and has 34,687 net services in place compared to 34,301 net services year-to-date in 2024. Piedmont added 2.27 miles of line in 2025 and now has a total of 3,686.64 miles of line.
16. The VP of Financial Services presented the Wholesale Power Cost Adjustment for January 2025.
17. The President & General Manager reported that the NCEMC Board voted unanimously to accept Piedmont as a Returning Member through 12/31/2031 and as a Participating Member beginning in 2032.
18. The Board discussed a member complaint over a new driveway where the Piedmont crew failed to get a right of way. The complaints were not the fault of Piedmont. The meter will not be set until the member signs a right of way.

Staff were excused for an executive session that began at 4:00 p.m. and ended at 7:00 p.m. There being no further business to conduct, Mr. Kinley declared the meeting adjourned at 7:00 p.m.

Randy Kelly
Chair

Attest:

David B. Boylston
Secretary

PEMC Minutes 02/17/25