

MEETING OF THE BOARD OF DIRECTORS
OF
CHERRYLAND ELECTRIC COOPERATIVE

April 21, 2025

The regular meeting of the Board of Directors of Cherryland Electric Cooperative was held at the Cooperative office in Grawn, Michigan on April 21, 2025.

Meeting was called to order at 8:57 a.m. by President Schneider.

Present: Gabe Schneider, President
Valarie Handy, Sr. Vice President
Melinda Lautner, Secretary
Thomas Van Pelt, Treasurer
Terry Lautner
David Schweitzer
Dean Adams
Rachel Johnson, CEO
Shannon Beery, Assistant Secretary

Mr. Brad Pavwoski, CFO; Mr. Frank Siepker, COO; Ms. Deidra Charnes, Director of Human Resources; Ms. Courtney Doyle, Communications & Member Relations Manager; Mr. Greg Jenkins, General Counsel; Mr. Jeff Puffer, Safety & Operations Manager; Mr. Chris Vermeulen, Engineering & IT Manager; Mr. Steve Weaver, Cybersecurity & Advanced Networking Administrator; and Mr. Jeff Jerrett, Cable Locator, joined the meeting.

President Schneider reviewed the board agenda. Motion by Mr. Schweitzer, supported by Ms. Lautner, and carried to approve the agenda.

The March meeting minutes for the regular board meeting were discussed. Ms. Handy identified a minor typographical error, which will be amended for the record. Motion by Ms. Handy, supported by Mr. Van Pelt, and carried to approve the minutes of the regular board meeting, held on March 31, 2025, as amended.

Upcoming meetings were discussed.

Reports from the safety team, CFO, human resources, and COO were reviewed and discussed.

At 9:12 a.m., Cherryland Electric Cooperative new director candidate, James Dyer, joined the meeting. The board and cooperative senior staff introduced themselves before hearing from Mr. Dyer about his own background. Mr. Dyer inquired about current cooperative initiatives and the board and Ms. Johnson discussed same. Mr. Dyer departed the meeting at 9:40 a.m.

No members were present for public input.

Mr. Vermeulen and Mr. Weaver gave a special presentation to update the board on the cooperative's cybersecurity initiatives. Directors posed a variety of questions and Mr. Vermeulen and Mr. Weaver answered same.

Mr. Siepker briefed the board on the cooperative's facilities planning process, including township development planning updates, soil boring results, and initial furniture, fixtures, and equipment determination for the design team. The board posed questions regarding the zoning process and its impact on project timing, and he answered same. Mr. Siepker indicated the recent mutual aid work from the ice storm informed some adjustments to the plans and reinforced the need for and value of the new build.

Remaining reports from managers and general counsel were reviewed and discussed.

The board recessed for a break at 10:47 a.m. and reconvened at 10:59 a.m.

Presque Isle Electric & Gas CEO, Allan Berg, joined the meeting virtually at 10:59 a.m. Mr. Berg delivered a message of thanks to Ms. Johnson and the rest of the cooperative staff, who stepped in with assistance during the recent ice storm in northern Michigan. He reiterated to the board that the cooperative's help was instrumental in restoring PIE&G members, and that the mutual aid staff dispatched to its service area delivered safe, respectful, and efficient work. Ms. Johnson expressed her own gratitude in return for how the cooperative's staff were treated while there. Following remarks from the board, Mr. Berg departed the virtual meeting.

Ms. Johnson and the cooperative's senior team led the board through a mutual aid debrief, covering the contributions of each department as well as highlighting those areas upon which the cooperative can improve its own storm readiness. Mr. Jeff Puffer joined for this portion of the agenda and thanked the board for giving the team the opportunity to run efficiently and independently on a day-to-day basis. This ongoing autonomy was evident during the storm response, which allowed for the Cherryland mutual aid team to lead recovery efforts without needing guidance from the host cooperatives. The board posed several questions regarding inventory management and interactions with members and emergency management entities, and cooperative staff answered same. Mr. Schweitzer commended the senior team for its quick response and for using the opportunity to discover what worked and what did not in anticipation of the cooperative's own future storm readiness.

Voting delegates were needed for the NRECA director election. Motion by Mr. Lautner, supported by Mr. Van Pelt, and carried to approve Mr. Schneider as the NRECA director election. Motion by Mr. Schneider, supported by Mr. Lautner, and carried to approve Ms. Johnson as the alternate.

The board discussed the Election & Credentials Committee members for 2025. Motion by Mr. Lautner, supported by Mr. Schweitzer, and carried to approve Ms. Julie Newcomb, Ms. Linda Burton, Mr. Ronald Dillie, Mr. James Vanderley, Mr. Kenton Anderson, Mr. David Maxson, and Ms. Norene Kastys as 2025 Election & Credentials Committee members.

At 11:46 a.m. the board entered Executive Session to discuss personnel issues. Motion by Mr. Van Pelt, supported by Mr. Adams, and carried to enter Executive Session.

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At 12:03 p.m. the board ended Executive Session by motion of Mr. Lautner, supported by Mr. Schweitzer, and carried to end Executive Session. Mr. Adams departed the meeting following Executive Session.

Ms. Johnson discussed her CEO report. She provided a brief update on the cooperative's economic development loan program as well as recent progress on determining energy waste reduction programming. Ms. Johnson indicated the strategic planning process is ongoing and she will have action plans for rate design and equity management to bring to the board in May. Finally, she discussed upcoming plans for hosting MECA CEO, John Kran, and for traveling to Washington D.C. in conjunction with the NRECA Legislative Conference.

There were no Wolverine Power Supply Cooperative matters to be discussed.

Mr. Schneider provided a brief update on MECA, which included tentative plans for rescheduling MECA's and Wolverine's annual meetings, previously missed when the MECA Symposium was cancelled.

Board member updates were discussed. Mr. Van Pelt added highlights from his volunteer trip, on behalf of the cooperative's board, to Presque Isle Electric & Gas to deliver food and drinks during the storm recovery efforts.

There being no further business to come before the board, it was moved to adjourn, supported, and carried. Meeting adjourned at 12:26 p.m.

Gabe Schneider, President

Melinda Lautner, Secretary

We, the undersigned directors of the Cherryland Electric Cooperative, do hereby approve, ratify, and conform to all respects of the above and foregoing minutes of this regular meeting of the Board of Directors of said Cooperative and each and every step taken and performed thereat.
