

MEETING OF THE BOARD OF DIRECTORS
OF
CHERRYLAND ELECTRIC COOPERATIVE

January 19, 2026

The regular meeting of the Board of Directors of Cherryland Electric Cooperative was held at the Cooperative office in Grawn, Michigan on January 19, 2026.

Meeting was called to order at 9:00 a.m. by President Schneider.

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

Mr. Brad Pavwoski, CFO; Mr. Frank Siepker, COO; Ms. Courtney Doyle, Communications & Member Relations Manager; Ms. Dawn Garrock, Employee Engagement Specialist; Ms. Bailey Watson, Marketing & Communications Specialist; Mr. Adam Bahri, Data Analyst; Ms. Kristen Hartley, Member Experience Specialist; Mr. Jason Rice, Metering Supervisor; and Mr. Jason Hanselman, General Counsel, joined the meeting.

President Schneider called for a motion of the Consent Agenda. Ms. Handy requested item 2.4 Confirmation of Intent of Board Resolution 2024-3 be pulled for further discussion later in the meeting. Motion by Mr. Schweitzer, support by Ms. Handy, and carried to approve the remaining Consent Agenda.

No members were present for public input.

Upcoming meetings were discussed.

Ms. Watson gave a special presentation on a revamped new member email campaign. In an effort to alleviate frequently asked questions by new members and to deliver them a more personal experience, the campaign has been refreshed to provide more pertinent information over a shorter timeframe, using CEO communications as the foundation. The board asked questions regarding how success would be measured and Ms. Watson and Ms. Doyle answered same.

Ms. Johnson presented a proposed board report redesign. The new report is intended to align monthly board reporting with the cooperative's strategic priorities, while improving reporting efficiency for managers and other staff. The updated format includes the cooperative's primary

KPIs as identified through the Impact Plan process. Mr. Bahri provided added insight regarding process design, highlighting his work in developing recurring data gathering and centralized validation. Ms. Johnson recognized the work of Mr. Bahri and Ms. Hartley in the creation of the new report. The board engaged in thoughtful discussion, providing staff with feedback for implementation. The new board report will be officially rolled out in February.

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

The board recessed for a break at 10:01 a.m. and reconvened at 10:12 a.m.

Mr. Sieper provided updates to the board regarding the facilities planning process. Garfield Township's board approved the cooperative's rezoning request at their December 23, 2025 meeting. In the subsequent land use application process, staff has become aware of certain stipulations in the township's ordinance which require some reworking of the site plan. The cooperative is working with partner, Cunningham-Limp, to address these concerns and plans to seek support from township staff before submitting the final application to the planning commission. The board posed several related questions and Mr. Sieper answered same. He also indicated the cooperative will be moving ahead with the purchase of the land on Rennie School Road in February as well as finalizing a revised amendment to the Joint Development Agreement.

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

Ms. Johnson discussed her CEO report. She provided an update to the board regarding the Economic Development Loan program and indicated the MoneyFit loan had closed in December. Following her recent trip to Palm Springs for NRECA CEO Close-Up, Ms. Johnson gave highlights and indicated that much of the industry issues and topics covered at the event have already been identified and are being addressed here at the cooperative. Also at the conference, she was recognized as this year's J.C. Brown CEO Communication Leadership Award recipient and expressed her gratitude to the entire staff for supporting her and contributing to the success of the cooperative's communications. The board offered their congratulations and commendations. Finally, she provided a brief overview of upcoming interviews and press related to the award, as well as planned CEO communications topics for the next few months.

In consideration of item 2.4 Confirmation of Intent of Board Resolution 2024-3 that was pulled earlier from the Consent Agenda, Ms. Johnson and Mr. Hanselman provided added context. It was discovered there was a typographical error in the resolution, giving authority to the "Chief Executive Office" rather than the "Chief Executive Officer." Given the board's initial intent to give this authority to Ms. Johnson as the CEO, Mr. Hanselman recommended the board remedy this error with a motion acknowledging same. Motion by Mr. Van Pelt, support by Ms. Handy, and carried to acknowledge the scrivener's error in Board Resolution 2024-3 and reiterate the board's intent to grant authority to the Chief Executive Officer.

Wolverine Power Supply Cooperative matters were discussed.

President Schneider provided an update on MECA. Cloverland Electric Cooperative has officially become a member of MECA. The statewide association is in the process of completing a first-year review for its CEO, John Kran. MECA's next board meeting will be held in Lansing in February.

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Board member updates were discussed.

There being no further business to come before the board, it was moved to adjourn, supported, and carried. Meeting adjourned at 11:16 a.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.

