

REGULAR BOARD OF DIRECTORS MEETING
ANZA ELECTRIC COOPERATIVE, INC.
SEPTEMBER 21, 2023

DIRECTORS PRESENT

Ryall Stewart, President
Stephan Lauzier, Vice President
W.A. (Chilli) Ainsworth, Secretary
Harold Burdick, Treasurer
Hope Adams
Diane Sieker
Stephen P. Silkotch, Sr.

STAFF PRESENT

Kevin Short, General Manager
Shawn Trento, Telecommunications Manager
Laura Snider-Manseau, Office Services Manager
Jennifer Williams, Government Relations Liaison
Yuri Gudino, Administrative Assistant
Brian Baharie, Operations Manager
Debbie Winger, Member Services Manager
Linda Cooper, Accountant III
Vivian Watkins, Executive Assistant / HR Director

OTHERS PRESENT

Jennifer Perluss, President, Hamilton Elementary PTA
Heather Bourgeois, Treasurer, Hamilton Elementary PTA
Delaine Orendorff, MBA, SPHR, CCP, Sr. Principal Director, Human Capital Planning, NRECA

The Regular Meeting of the Board of Directors of Anza Electric Cooperative, Inc. was held in person at the cooperative on September 21, 2023.

The meeting was called to order by President Ryall Stewart at 8:01 a.m. Upon calling roll, Directors Ryall Stewart, Stephan Lauzier, W.A. (Chilli) Ainsworth, Harold Burdick, Hope Adams, Diane Sieker and Stephen P. Silkotch, Sr. were present thereby constituting a quorum.

President Stewart called for approval of agenda. After discussion of the agenda, Director Sieker made a motion to approve agenda as presented. Director Burdick seconded the motion. Motion carried with unanimous vote.

President Stewart called for approval of minutes of Regular Board Meeting of August 24, 2023. After discussion, Director Ainsworth made a motion to approve minutes as presented. Director Burdick seconded the motion. Motion carried with unanimous vote.

President Stewart called for approval of minutes of the Executive Session of August 24, 2023. After discussion, Director Adams made a motion to approve minutes as presented. Director Burdick seconded the motion. Motion carried with unanimous vote.

President Stewart called for member comments.

President Stewart gave presidents report.

At 8:13 a.m. Delaine Orendorff, MBA, SPHR, CCP, Sr. Principal Director, Human Capital Planning, NRECA entered the Board meeting via video call.

At 8:15 a.m. the board entered Executive Session.

Delaine Orendorff, MBA, SPHR, CCP, Sr. Principal Director, Human Capital Planning, NRECA, presented and discussed NRECA Compensation Analysis.

At 8:26 a.m. staff left the Executive Session. General Manager remained.

Delaine Orendorff, MBA, SPHR, CCP, Sr. Principal Director, Human Capital Planning, NRECA, presented and discussed Employee Compensation Analysis.

At 8:33 a.m. Delaine Orendorff, MBA, SPHR, CCP, Sr. Principal Director, Human Capital Planning, NRECA left the Executive Session.

At 8:34 a.m. the board returned to regular session.

At 8:35 a.m. staff returned to the board meeting.

General Manager presented and discussed AEC Solar Production Report for August 2023, Hoover Dam Update and Lake Mead Water Levels Report, EV Charger Report, U.S. Drought update, Work Plan update and other Business.

General Manager presented and discussed RESP Loan Program Bank Account. After discussion, Director Lauzier made a motion to approve the following resolution,

“After discussion of the need to establish TWO NEW checking accounts, as well as the authorized signers for the RUS Renewable Energy Savings Plan loan funds, it was duly moved and approved to notify the bank of the following changes:

Account #1: Anza Electric Cooperative Inc. RESP account, Energy Efficiency Program

Account #2: Anza Electric Cooperative Inc. RESP account, Loan Funds Account

*Authorized signers: Ryall Stewart, President
Stephan Lauzier, Vice President
W.A. (Chilli) Ainsworth, Secretary
Harold Burdick, Treasurer
Kevin Short, General Manager*

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Cooperative this 21st day of September 2023.”

Director Ainsworth seconded the motion. Motion carried with unanimous vote.

At 9:03 a.m. Jennifer Perluss, President, Hamilton Elementary PTA and Heather Bourgeois, Treasurer, Hamilton Elementary PTA entered the board meeting.

Jennifer Perluss, President, Hamilton Elementary PTA and Heather Bourgeois, Treasurer, Hamilton Elementary PTA presented and discussed the donation request for Hamilton Elementary PTA.

At 9:15 a.m. Jennifer Perluss, President, Hamilton Elementary PTA and Heather Bourgeois, Treasurer, Hamilton Elementary PTA left the board meeting.

At 9:20 a.m. the board entered Executive Session to discuss Land acquisition in Escrow, Operations Center update, and Pre-PAR Meeting with RivCo Planning.

At 9:38 a.m. the board returned to regular session.

Government Relations Liaison presented and discussed the 1 Year Later, EV and Battery Projects Dominate Inflation Reduction Act-Driven Investment, Electric Co-op Facts & Figures, and Test Time for California's New Assembly Speaker - As California's Legislative Session Closes Out, New Assembly Speaker Robert Rivas Faces a Test.

Government Relations Liaison presented and discussed Tariff and Business Rules Section 500. After discussion, Director Sieker made a motion to approve Tariff and Business Rules Section 500. Director Adams seconded the motion. Motion carried with unanimous vote.

Human Resources Director presented and discussed Harassment in the Workplace and Grant and Efficiency Programs Update.

Member Services Manager presented and discussed FIND Food Distribution, Smart Thermostat Program, Energy Efficiency Rebate Program, CCP/LIHEAP Distribution, ACP Benefit Program, and Member Statistics.

Telecommunications Manager presented and discussed ConnectAnza Subscriber Connections update/August Calendar month, Additional Projects, Dispatched Service Report, and monthly bandwidth usage.

Operations Manager presented and discussed the safety meeting for the month of August, loss time due to accidents/outages, new services/construction costs, line length added to AEC distribution, operational time allotments, the Mountain Center daily peaks and low temperatures and other business for the month of August, and construction report. After discussion, Director Ainsworth made a motion to acknowledge the safety meeting for the month of August. Director Sieker seconded the motion. Motion carried with unanimous vote.

At 10:52 a.m. Linda Cooper, Accountant III entered the board meeting.

Office Services Manager presented and discussed RUS Combined Form 7- Revenue Comparisons for the month of August, the Operations/Variance Reports for Anza Electric Cooperative and ConnectAnza, the investment report, Construction Work Plan Loan/variance Report, and the cash flow report. After discussion, Director Ainsworth made a motion to receive and file the RUS Form 7- Revenue Comparisons for the month of August as presented. Director Sieker seconded the motion. Motion carried with unanimous vote.

Director Burdick discussed General Manager's expenses for the month of August 2023 in the amount of \$1,576.87. After discussion, Director Sieker made a motion to receive and file General Manager expenses for the month of August. Director Adams seconded the motion. Motion carried with unanimous vote.

Director Burdick presented and discussed the following Directors' expenses for the month of August 2023:

Director Adams	\$ 1,329.87
Director Ainsworth	\$ 1,838.02
Director Burdick	\$ 1,773.16
Director Lauzier	\$ 1,800.28
Director Sieker	\$ 1,358.69
Director Silkotch, Sr.	\$ 1,347.17
Director Stewart	\$ 1,947.52

After discussion, Director Sieker made a motion to receive and file Directors' expenses for the month of August 2023 in the amount of \$11,394.71 combined total. Director Adams seconded the motion. Motion carried with unanimous vote.

Director Burdick presented and discussed expenditures for the month of August 2023 in the amount of \$1,876,953.24. After discussion, Director Ainsworth made a motion to receive and file the expenditures as presented. Director Stewart seconded the motion. Motion carried with unanimous vote.

Human Resources Director discussed the policy review report.

Director Lauzier presented and discussed Bylaw and Policy Committee report. After discussion, Director Silkotch, Sr. made a motion to approve the following policies;

- * Policy No. 400 - "Personnel Policy"
- * Policy No. 400.1 - "Selection of Personnel"
- * Policy No. 400.2 - "Management-Employee Relations"
- * Policy No. 400.3 - "Diversity Equity, Inclusion, and Accountability Strategic Plan"
- * Policy No. 401 - "Wage and Salary Administration"
- * Policy No. 402 - "Employee Business Travel"
- * Policy No. 403 - "Equal Employment Opportunity"
- * Policy No. 404 - "Employee Harassment in the Workplace"
- * Policy No. 404.1 - "Workplace Violence Policy"
- * Policy No. 405 - "Consultative Management"
- * Policy No. 406 - "Employment Practices"
- * Policy No. 406.1 - "Method of Handling Employee Grievances"
- * Policy No. 406.2 - "General Manager Misconduct Allegations"
- * Policy No. 406.3 - "Alternative Work Schedule Policy"
- * Policy No. 414 - "Dress Code"

Director Ainsworth seconded the motion. Motion carried with unanimous vote.

Director Lauzier reviewed Bylaw Article IX.

Director Burdick and General Manager presented the AEPCO report.

At 11:58 a.m. the board entered Executive Session to discuss the Hydrogen proposal.

At 12:00 p.m. the board returned to regular session.

General Manager presented and discussed the Golden State Power Cooperative Report and August 2023 Newsletter.

General Manger presented and discussed NRECA board update.

President Stewart discussed setting date for 2023 Strategic Planning Meeting. After discussion, it was the consensus of the board to set date for November 2, 2023.

President Stewart discussed setting date for AEC's November Board Meeting. After discussion, it was the consensus of the board to set date for November 16, 2023.

President Stewart discussed donations report.

President Stewart presented and discussed donation request from Hamilton Elementary PTA. After discussion, Director Ainsworth made a motion to donate \$300. Director Adams seconded the motion. Motion carried with unanimous vote.

At 12:12 a.m. the board entered Executive Session, with no staff present, General Manager remained.

President Stewart called for approval of minutes of the Employee Relations Committee Meeting of September 20, 2023. After discussion, Director Lauzier made a motion to approve minutes as presented. Director Silkotch Sr. seconded the motion. Motion carried with unanimous vote.

General Manager, Human Resources Director, Office Services Manager, and Accountant III presented and discussed the 2024 NRECA Group Benefits, 2024 Medical/Dental/Vision Benefits.

At 1:33 p.m. Accountant III, Human Resources Director, and Office Services Manager left the Executive Session.

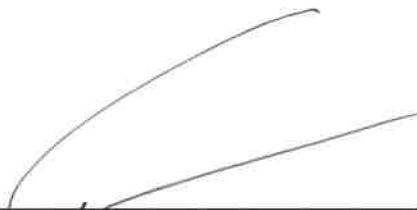
General Manager presented and discussed Employee Wage Structure for Cooperative Employees.

Board of Directors and General Manager discussed the General Manager's Annual Review.

At 1:38 p.m. the board returned to regular session.

President Stewart called for any additional business.

There being no further business to come before this meeting, the meeting was duly adjourned at 1:40 p.m.



W.A. (Chilli) Ainsworth, Secretary

ATTESTED:

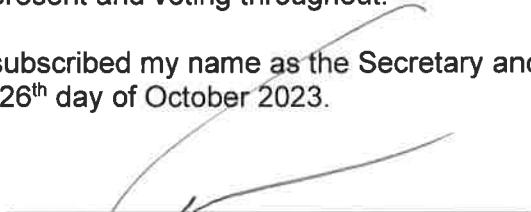


Ryall Stewart, President

CERTIFICATION

I, W.A. (Chilli) Ainsworth do hereby certify that I am the duly elected and qualified Secretary of the Board of Directors of the Anza Electric Cooperative, Inc., and that the above is a true and correct copy of the minutes of the Regular Meeting of the Board of Directors held on September 21, 2023, at which time a quorum was present and voting throughout.

IN WITNESS WHEREOF, I have hereunto subscribed my name as the Secretary and affixed the Corporate Seal of said Cooperative this 26th day of October 2023.



W.A. (Chilli) Ainsworth, Secretary