

**MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS FOR NORTHCENTRAL  
ELECTRIC COOPERATIVE**

The November 26, 2025, meeting was held pursuant to the Bylaws. Directors Don Dickerson, Patty Griffin, Ricky Jones, Phil Lachaussee, Morris Thompson, Julie Niblett, Jerry Nichols, Tony Taylor, and Pat Woods were present. Also, present were Kevin Doddridge, CEO/General Manager, Attorney Chris Latimer, and Staff.

President Pat Woods determined a quorum was present and called the meeting to order at 12:05 p.m.

Michael Bellipanni gave the invocation.

Director Don Dickerson moved to approve the November 26, 2025 Agenda, seconded by Director Jerry Nichols, and passed unanimously.

Jonathan Hagood, with the accounting firm of Franks, Franks, Wilemon & Hagood, presented the Audit and IRS 990 Return. The opinion was unmodified with no recommendations for improvement. The Board received the report by acclamation and it is kept on file in the office of the Cooperative.

Director Tony Taylor moved to approve the October 2025 Board Minutes, seconded by Director Don Dickerson, and passed unanimously.

Director Jerry Nichols moved, seconded by Director Phil Lachaussee, to approve new and terminated members for October 2025. The Board unanimously approved.

ATTORNEY REPORT: Attorney Latimer reserved comments.

Staff members gave reports to the Board related to engineering and operations, line construction, marketing and business development, safety, finance and administration, and management. The Board received the updates with no action taken.

Director Don Dickerson moved, seconded by Director Julie Niblett, to approve the disposal of the 2004 Ford F450 Track Digger. The Board unanimously approved.

Director Phil Lachaussee moved, seconded by Director Morris Thompson, to approve five days for the 2026 NRECA Annual Meeting in Nashville, Tennessee. The Board unanimously approved.

Director Tony Taylor moved, seconded by Director Morris Thompson, to approve changes to the Family Medical Leave Act. The Board unanimously approved.

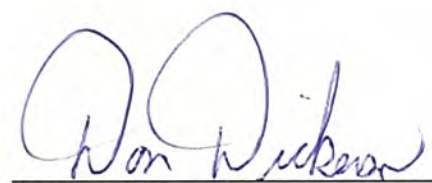
Director Don Dickerson moved, seconded by Director Jerry Nichols, for the Board to enter into Executive Session to discuss a personnel matter. The Board unanimously approved and entered into Executive Session.

Director Tony Taylor moved, seconded by Director Morris Thompson, for the Board to exit Executive Session. The Board unanimously approved and return to open session. The Board took no action in Executive Session.

General Manager Kevin Doddridge reminded the Board of upcoming holiday gatherings, including the PAC dinner and Christmas Party.

President Pat Woods declared no further business. Director Tony Taylor moved, seconded by Director Morris Thompson, to adjourn. The Board unanimously approved. President Woods declared the meeting adjourned.

  
PAT WOODS, PRESIDENT

  
DON DICKERSON, SECRETARY

## AGENDA

### BOARD OF DIRECTORS REGULAR MEETING

November 26, 2025

Noon

- 1) Call to order by President
- 2) Invocation
- 3) Listening Session (if needed)
- \*4) Approve Agenda
- \*5) Presentation and Approval of Audit and IRS 990 Return
- \*6) Approve Minutes of October 2025 Board Meeting
- \*7) Approve New and Terminated Members for October 2025
- 8) Attorneys Report
- 9) Staff Reports
  - A. Safety Report
  - B. Engineering/Operations Report
  - C. Line Construction Report
  - D. Marketing and Business Development Report
  - E. Administrative Report
  - F. Manager's Report
- 10) New Business:
  - \*A. Approve Equipment Disposal
  - \*B. Approve 5 Days, NRECA Annual Meeting, March 7-11, Nashville, TN
  - \*C. Approve Changes to Family Medical Leave Act
- 11) Items of Mutual Concern