

REGULAR MEETING OF MEMBERS OF THE BOARD

July 27, 2026

A regular meeting of the members of the Board of Trustees of Fairfield Electric Cooperative, Inc., was held on Monday, July 27, 2026, at 12:30 p.m. at the cooperative headquarters in Blythewood, South Carolina. The following board members were present:

Cynthia E. Able
William Michael Good
Robert K. Miles
Peggy D. Swearingen

Robert Entzminger
Timothy L. Hopkins
Derial L. Ogburn

Ronald D. Friday
Donald Keith Lewis
Mitchell D. Rabon

Absent: Eileen U. Donohue

Attorney John K. DuBose, III was present.

President Mitch Rabon called the meeting to order.

Robert Entzminger gave the Invocation.

Trey Boone with E-Sources reviewed the **2026 Wage and Salary Study**.

- Data is based on the job description and salary
- Studies are created based on report by E-Sources

Upon motion made by Timothy Hopkins, seconded by Keith Lewis, motion carried, the 2026 Wage & Salary Study was approved. \$275,000.00 is to be available for the CEO to make wage and salary adjustments for the year 2026 as determined by review of the mid points for each position based on individual employee's performance evaluation and on a merit basis.

Attorney John DuBose with the firm of Smith Robinson discussed Fairfield Electric's existing **Bylaws and Policies regarding campaign practices, specifically Policy 31**.

- The Board provided comments regarding Policy 31 and the Bylaws. Attorney DuBose was asked to continue reviewing Policy 31 and the Bylaws and provide recommendations.
- This process will be tabled and placed on the agenda for the next board meeting.

Upon motion made by Ronald Friday, seconded by Derial Ogburn, motion carried, the review and possible approval of a revised Policy 31 will be tabled and will be considered at the next Board meeting.

Upon motion made by Keith Lewis, seconded by Peggy Swearingen, motion carried, the July 27, 2026, agenda was amended to place the Treasurer's report after the discussion of Policy 31 and the Bylaws.

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Cynthia Able provided the **Treasurer's Report**. Mrs. Able reported the following:

- The Trustee education and training budget for the year is \$275,000.00.
- Expenditures of \$155,087.79 have occurred, leaving a balance of \$119,912.21 as of July 27, 2026.
- There are three (3) conferences left to attend for the year. The budget is in good shape.

Upon motion made by Ronald Friday, seconded by Keith Lewis, motion carried, the minutes of the **meeting held on June 22, 2026**, were approved as presented.

Upon motion made by Peggy Swearingen, seconded by Derial Ogburn, motion carried, **337 new consumers** for the month of June 2026 were accepted as members of Fairfield Electric Cooperative, Inc.

A list of **delinquent accounts totaling \$7,088.34** for the month of June 2026 was presented for consideration for write-off as uncollectible. Upon motion made by Peggy Swearingen, seconded by Timothy Hopkins, motion carried, authorization was granted to write these off against the cooperative's reserve for uncollectible accounts.

A list of **deceased patron's estates requesting payment of their capital credits** was presented for consideration. After discussion, the following resolution was adopted:

The estates of 11 deceased members have requested the Board of Directors to consider approving the retirement of **\$3,925.82** as an administrative convenience to the estates. After reviewing the cooperative's financial statements and determining whether such retirement will adversely impact the cooperative's financial condition, management recommends capital credits totaling **\$3,925.82** be approved for payment. In addition, it should be noted that such approval does not obligate this board or any future board to retire the capital credits of the estates of deceased members presented at any future date.

Upon motion made by Derial Ogburn, seconded by Peggy Swearingen, motion carried, the Deceased Patron's Estates requesting payment of their capital credits, was approved.

Bruce Bacon, **Chief Executive Officer**, reviewed and discussed:

Financials

- The budget for the month and quarter are in good shape. Revenue is slightly ahead due to hot weather and high-power usage by members this summer.
- Maintenance is over budget due to weather.
- Distribution expenses are over budget.
- Misc. expenses are under budget for the quarter.
- Delinquent account write-offs have remained unchanged

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- It is anticipated that the month of July will be consistent with the budget.
- The purchase price of power has increased to 10.09 cents per kwh since last year.
- A proposed gas turbine power plant in Bethune was discussed.

Operation Round Up - Next Meeting is Monday, August 17, 2026

Bruce Bacon discussed the 2026 Affirmative Action Program with the Board

- Two veterans are currently employed by Fairfield Electric Cooperative.
- FEC has also satisfied its employment goal for employees with a qualifying disability under the ADA.

The Board was informed of the hiring of a new Vice President of Information Technology.

Mr. Bacon discussed Kameron Haynie, the Fairfield Cooperative delegate for the Youth Leadership Council.

- At the annual meeting, Kameron Haynie was selected to travel to Washington, DC to represent South Carolina, which is a great honor.

Upcoming Events:

2026 NRECA & ECSC Conferences

Trustee Association Conference Mt. Pleasant, SC (approved)	August 12 – 14, 2026
ONLINE Courses for CCD Certificate	
2610 Understanding the Electric Business	September 2 & 3, 2026
2600 Director Duties & Liabilities	October 1 & 2, 2026
2630 Strategic Planning	October 29, 2026
2620 Board Operations & Process	November 4 & 5, 2026
NRECA Regions 2 & 3 Meeting Orlando, FL (approved)	October 14–16, 2026
ECSC Winter Conference Asheville, NC (July approval)	November 30–Dec. 03, 2026
NRECA Winter School Nashville, TN (July approval)	December 11–15, 2026

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2027 NRECA Conferences

NRECA Directors Conference Tampa, FL	January 17 - 20, 2027
NRECA Power Xchange / Tech Advantage San Diego, CA	February 12 - 17, 2027
ECSC Legislative Conference Washington, DC	April 10 - 14, 2027
NRECA Safety Leadership Summit Omaha, NE	May 4 - 6, 2027
Summer School for Directors St. Petersburg, FL	July 16-20, 2027
Winter School for Directors Nashville, TN	December 10-14, 2027

Mitch Rabon and Cynthia Able discussed trustees receiving their CCD Certificate via on-line courses. Five courses of 2600, 2610, 2620, 2630 and 2640 are required. It is recommended that courses 2600, 2610, and 2620 are taken first to have a better understanding when classes 2630 and 2640 are taken.

2026 on-line courses are available as follows:

2610	Understanding the Electric Business	September 2 & 3	2026
2600	Director Duties & Liabilities	October 1 & 2	2026
2630	Strategic Planning	October 29	2026
2620	Board Operations & Process	November 4 & 5	2026

One course (2640) would have to be taken in 2027.

(Note: All five courses are offered at several of the conferences.)

Upon motion made by Peggy Swearingen, seconded by Timothy Hopkins, motion carried, the following trustees were approved to attend on-line CCD courses as needed and requested:

Cynthia E. Able
Eileen U. Donohue
Robert Entzminger

Donald Keith Lewis
Robert K. Miles
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Ronald D. Friday
William Michael Good
Timothy L. Hopkins

Mitchell D. Rabon
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Mitch Rabon and Cynthia Able discussed the **2026 ECSC Winter Conference** scheduled for November 30 – December 03, 2026, in Asheville, NC.

Upon motion made by Timothy Hopkins, seconded by Peggy Swearingen, motion carried, the following trustees were approved to attend for the following dates:

Cynthia E. Able
Eileen U. Donohue
Robert Entzminger
Ronald D. Friday
William Michael Good
Peggy D. Swearingen

Donald Keith Lewis
Robert K. Miles
Derial L. Ogburn
Mitchell D. Rabon
Timothy L. Hopkins

Mitch Rabon and Cynthia Able discussed the **2026 NRECA Winter School for Directors** scheduled for December 11 – 15, 2026 in Nashville, TN.

Attendance approval for the 2026 NRECA Winter School for Directors scheduled for December 11-15, 2026, in Nashville, TN will be placed on hold pending input from Eileen Donohue at the next meeting.

Mitch Rabon and Bruce Bacon provided an **update on Central Electric Power Cooperative**.

- CEPC Board strategic planning will take place in September.
- The Coordination Agreement with Central was discussed.
- Data Centers have been a discussion topic.
- Mr. Rabon expressed his believe that CEPC should announce practices and adopt policies to further the mission statement of Cooperatives, “to provide our members quality energy services at a fair and reasonable price”
 - Rate impacts for new data centers need to be explored.
 - Allocations of Capital Credits for large data centers needs to be considered.
- Mr. Rabon suggested engagement of energy consultants, Enervision Consultants, to educate Fairfield Electric Cooperative and provide guidance regarding data centers.

Upon motion made by Cynthia Able, seconded by Peggy Swearingen, motion carried, the hiring of InterVision Consultants to provide consultation to Fairfield Cooperative on data centers, was approved unanimously.

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Derial Ogburn provided an **update on The Electric Cooperatives of SC.**

- The transition of leadership at ECSC has gone well and Mr. Ogburn is pleased with the efforts and plans of ECSC.

Robert Entzminger provided an **update on CEE US, Inc.**

- Nothing to report.

Tim Hopkins provided an **update on the Trustee Association.**

- Mr. Hopkins informed the Board of a thank you from a student who attended the Youth Conference at Washington, DC
- Mr. Hopkins reminded the Board of the upcoming Trustee Association conference in Mt. Pleasant August 12-14, 2026.

Old Business: NONE.

New Business:

- Cynthia Able informed the Board that on July 14, 2026, The SC Wire Chapter/Co-Ops along with the assistance and support of CEEUS was able to pack 500 bags for the displaced children in SC.
- 42 bags will be distributed to Fairfield Electric Cooperative, which will be distributed to the Fairfield County School District's McKenney-Vento Program.
- Representatives from Fairfield Electric's WIRE Chapter present for the distribution were Mary Reardon, Shannon Edwards, and Cynthia Able.
- Ronald Friday discussed the NextEra and Dominion merger.

There being **no further business** to come before the Board, a motion was made by Derial Ogburn, seconded by Ronald Friday, carried and approved, the meeting was adjourned.

Signed: _____
Robert K. Miles, Secretary
APPROVED

ATTEST: _____
Mitchell D. Rabon, President