THE REGULAR MEETING OF THE BOARD OF DIRECTORS

The Regular Meeting of the Board of Directors of Norris Electric Cooperative was held on Wednesday, January 21, 2026, at the headquarters building in Newton, IL. The meeting was called to order by President McClure.

The Board Directors present were: Gordon McClure, Kurt Holscher, Dave Sheppard, Dan Strine, Ted Helmink, Brandon Graves, Ava Lemmon, Dave Thoele, Scott Weiss, and Ron Viehman. Directors who attended via phone were Justin Parcel. Also in attendance were Manager Tamara Phillips, Office and Member Service Manager Tim Bohnhoff, Engineering Manager Tim Huber, and Administrative Assistant Jenny Britton. Attorney Aaron Leonard was absent.

The December board minutes were presented. A motion was made by Brandon Graves and seconded by Dave Thoele to accept the Minutes of the Regular Meeting held on December 17, 2025. Motion passed.

Doug Klier reviewed the January 13, 2026, Safety Committee Minutes. Doug reviewed mileage, hours, coop property damage, injuries, and new business.

Jim Meyer reviewed a line clearance chipper bid. A motion was made by Kurt Holscher and seconded by Dan Strine to purchase a 2023 Vermeer AX17 chipper. Motion passed.

Manager Phillips reviewed the Operating Report, highlighting the November financials. The year-to-date expenses are higher than budgeted, which explains the lagging margins. The auditors will be on-site the last week of January. Our auditors are working with us to defer 2025 revenue. Loan status was reviewed. A motion was made by Ted Helmink and seconded by Dave Thoele to accept the Operating Report as presented. Motion passed.

Manager Phillips reported on the following:

- CRC Metrics – Metrics for 2025 were discussed and evaluated.
- NRECA Annual Meeting and Director's Conference - The directors who have been registered for the NRECA Annual Meeting in Nashville TN in March are Ava Lemmon, Brandon Graves, Dan Strine, Ted Helmink, Claude Wilson, Tami Phillips, and Dave Sheppard. Gordon Mc Clure will be attending the Director's Conference next week in Palm Springs CA.
- BLC 976.1 Power Supply Decision Making - The class is being offered by AIEC on February 24, 2026. Dave Sheppard, Brandon Graves, and Ava Lemmon are registered to attend.
- Norris Scholarship – Kurt Holscher and Dave Thoele volunteered, along with an office employee, to review applications and select four winners for a $1,000 scholarship.
- There were no employees who qualified for perfect attendance in 2025.
- Annual Meeting – The 88th Norris Electric Annual Meeting is set for February 28, 2026. Annual Meeting preparations are underway.
- Edge Connect – The data center at the power plant will shut down completely.
- Capital Credit Report – A report was distributed with the most current activity.

- Member Complaint – The Board discussed a billing matter involving a member who damaged a utility pole with a tractor and grain wagon. After discussion, the Board reached a consensus to have Manager Phillips discuss options with him and explain why we seek reimbursement for damages.
- Zoning Committee Meeting – We would like to invite the board members to a zoning committee meeting on February 10, 2026 at 6pm at the Jasper County Courthouse. This meeting is for the property across the street from the headquarters.
- Dairyland District Meeting – Dairyland has invited us to attend their District Meeting in February. The agenda and meeting details was distributed to the board. Tami Phillips, Dave Sheppard, and Dave Thoele will be registered to attend the February 11 meeting via the virtual option.
- Clark Substation – A motion was made by Dave Sheppard and Scott Weiss to approve the tap point at Clark Substation.

Uncollectible Accounts - $30,126.15 was uncollected for the year 2024 from a total billing of $54,213,732.05, leaving this at .055% uncollected. A motion was made by Dave Thoele and seconded by Brandon Graves to approve the 2024 uncollectible accounts. Motion passed.

Discount Rate for Capital Credits – Capital Credit Discount Rate is reviewed annually. A motion was made by Ted Helmink and seconded by Dave Sheppard to approve the 2026 discount rate for Capital Credits at 8.75%. Motion passed.

Engineering Manager, Tim Huber, reviewed a Construction bid. A motion was made by Scott Weiss and seconded by Ava Lemmon to accept the low bid from Henkle's and McCoy to begin construction work from East of Lis towards Newton. Motion passed.

A motion was made by Brandon Graves and seconded by Scott Weiss to approve Brandon Graves as the NRECA 2026 Annual Meeting Voting Delegate and Ted Helmink as the alternate delegate. Motion passed.

A motion was made by Ted Helmink and seconded by Dan Strine to accept Tamara Phillips as the Delegate and Gordon McClure as the alternate delegate for the Illinois Cooperative Workers Compensation Group 32nd Annual Meeting and the Rochdale Services, Inc. 25th Annual Meeting. Motion passed.

A motion was made by Dave Sheppard and seconded by Dave Thoele to accept the resolution to defer excess operating margins in 2025 to 2026 in the amount of 50%. Motion passed.

Engineering Manager, Tim Huber, reviewed the 2026 annual work plan. Tim Bohnhoff reviewed the 2026 Budget. After the discussion, a motion was made by Dan Strine and seconded by Ted Helmink to accept the budget as presented. Motion passed.

Attorney Leonard was absent so no report was given.

Report of State Director – Justin Parcel noted that the Strategic Planning meeting is set for March 19-20 in Springfield. Justin noted that the AIEC is evaluating options for how to proceed with the International Program. Several ideas are being considered to sustain the program, which may involve a financial commitment from participating cooperatives. AIEC is seeking initial feedback on whether our cooperative may be willing to assist. No action or decision is required at this time, and further discussion is anticipated this spring.

A motion to enter into executive session was made by Dave Sheppard and seconded by Ava Lemmon. Motion passed.

A motion to exit executive session was made by Dave Sheppard and seconded by Scott Weiss. Motion passed.

A motion to adjourn the meeting was made by Ted Helmink and seconded by Scott Weiss. Motion passed.

Dan Strine

Dan Strine, Secretary/Treasurer

Gordon McClure

Gordon McClure, President

SPECIAL MEETING OF THE BOARD OF DIRECTORS

A Special Meeting of the Board of Directors of Norris Electric Cooperative was held on Thursday, February 12, 2026, at the headquarters building in Newton, IL. The meeting was called to order by President McClure.

Board Directors present were: Ava Lemmon, Gordon McClure, Kurt Holscher, Dave Sheppard, Dave Thoele, Dan Strine, Ted Helmink, Brandon Graves, Scott Weiss, Justin Parcel, Ron Viehman and Attorney Aaron Leonard.

A motion was made by Scott Weiss and seconded by Dave Sheppard to enter into Executive Session. Motion passed.

A motion was made by Kurt Holsche and seconded by Justin Parcel to exit Executive Session. Motion passed.

A motion was made by Scott Weiss and seconded by Dave Thoele to adjourn the meeting. Motion passed.

Dan Strine

Dan Strine, Secretary/Treasurer

Gordon McClure

Gordon McClure, President

THE REGULAR MEETING OF THE BOARD OF DIRECTORS

The Regular Meeting of the Board of Directors of Norris Electric Cooperative was held on Wednesday, February 18, 2026, at the headquarters building in Newton, IL. The meeting was called to order by President McClure.

The Board Directors present were: Gordon McClure, Kurt Holscher, Dave Sheppard, Dan Strine, Brandon Graves, Ava Lemmon, Dave Thoele, Justin Parcel, and Ron Viehman. Scott Weiss attended by phone. Also in attendance were Manager Tamara Phillips, Office and Member Service Manager Tim Bohnhoff, Attorney Aaron Leonard, and Administrative Assistant Jenny Britton. Engineering Manager Tim Huber and Board Member Ted Helmink were absent.

A motion was made by Brandon Graves and seconded by Justin Parcel to accept the Minutes of the Regular Meeting held on January 21, 2026. Motion passed.

Doug Klier reviewed the February 10, 2026, Safety Committee Minutes. Doug reviewed mileage, hours, coop property damage, and new business.

Manager Phillips reviewed the Operating Report. December financials showed a year-end margin of $123,770. Margins were lower partially due to data being expensed behind the scenes with Meridian software. The auditors helped us clean that up and with the transition to NISC this month our financials for January will not reflect a true operating statement. A motion was made by Dave Sheppard and seconded by Dave Thoele to accept the Operating Report as presented. Motion passed.

Manager Phillips reported on the following:

- 2026 Directory from AIEC – New AIEC directories were given to all board members.
- Transportation Report – A report for maintenance and repairs in the last six months was reviewed.
- BLC 976.1 Class is being offered by AIEC on February 24, 2026. Brandon, Ava, and Dave Sheppard are registered to attend.
- NRECA Annual Meeting Packet – Those attending the NRECA annual meeting in Nashville received their packet of registration information today.
- State Lobby Day – Lobby Day will be April 14th in Springfield. Tami Phillips & Dave Sheppard will be registered to attend. Any director who would like to attend should let Tami know. The Managers meeting with AIEC is on the 15th which is our regularly scheduled board meeting. It was proposed that the April 15th board meeting be moved to April 8th.
- Legislative Conference – The Conference will be April 26th -29th in Washington D.C. Any director wishing to go should let Tami know.
- CFC Forum – The conference is in Chula Vista, CA on June 15th – June 17th. Director Dan Strine, Dave Sheppard, and Gordon Mc Clure will be registered to attend. Any other director wishing to attend should let Tami know.
- CRC Capital Credit Checks – A check was received from CRC for the year 2025.

- Scholarship Committee – Directors Kurt Holscher and Dave Thoele received a copy of the scholarship applications. They are to be reviewed and winners will be selected at the March meeting.
- Annual Meeting – Manager Phillips provided each Director with an agenda for the meeting ensuring that each director knows their duty and what time to be present for pictures.
- NISC – The Board discussed several suggestions from staff regarding potential changes to current business practices. Following discussion, the general consensus was to pursue a policy revision addressing the handling of uncollectible balances under $5.00 and member accounts with credit balances of $5.00 or less. Manager Phillips will talk to auditors and work through a policy outlining procedures for these accounts and present it to the Board for review and approval.
- Member Complaint – The member who damaged a utility pole with a tractor and grain wagon came in and paid the bill under protest.
- Mutual Aid in Mississippi - We had four lineman travel to Delta Electric Cooperative in Greenwood MS from February 6 – February 11th.

Report of State Director – Justin Parcel reported on the International Program. AIEC is currently proposing that each cooperative make a donation to keep this program alive. AIEC is in the fundraising stage and donation amount from each cooperative will be determined later this spring.

Earl Ridlin from London Witte Group entered the room to present the 2025 audit. Mr. Ridlin passed out bound copies of the 2025 audit conducted by LWG and reviewed the independent auditors report. The audit was presented as a clean, unqualified opinion with no material misstatements identified. Mr. Ridlin recommended that a new FASB study be conducted every two. Earl left the meeting. A motion was made by Kurt Holscher and seconded by Dave Thoele to accept the 2025 audit as presented. Motion passed.

Claude Wilson, IT Manager, entered the meeting and reviewed with the board software updates, NISC conversion status, SonicWall vulnerabilities, cyber hygiene report card, email stats, antivirus, and phishing tests. Claude also attended the 2025 IL Grid Ex on November 18-19 in Springfield Il. Claude noted that this was a major electricity grid security exercise to test response capabilities against cyber and physical threats. Claude reported that Tellaro has continued to monitor our network with no major events occurring. Claude then left the meeting.

Attorney Leonard reported that the employment agreement has been completed and accepted by the incoming CEO. Luke Johnson will begin employment on April 1, 2026. A motion was made by Dave Thoele and seconded by Ava Lemmon to formally accept the hiring of Luke Johnson. Motion passed.

Manager Phillips reviewed new truck bids. A motion was made by Dan Strine and seconded by Kurt Holscher to accept the low bid from Mc Clane Motors of Newton to purchase Two Half Ton Pickups and one ¾ ton pickup. Motion passed.

Manager Phillips presented a quote for the purchase of a new side-by-side vehicle. After discussion, the Board determined that additional information was needed and agreed to table the matter for further review. The Board did not approve the specific unit presented.

All Directors received a Conflict-of-Interest policy agreement that needs to be signed and turned in.

A motion was made by Justin Parcel and seconded by Brandon Graves to enter into executive session. Motion passed.

A motion was made by Justin Parcel and seconded by Dave Thoele to exit executive session. Motion passed.

A motion was made by Dan Strine and seconded by Brandon Graves to adjourn the meeting. Motion passed.

Dan Strine

Dan Strine, Secretary/Treasurer

Gordon McClure

Gordon McClure, President

2026 ANNUAL MEETING OF MEMBERS

The 88th Annual Meeting of Members of Norris Electric Cooperative was held on Saturday, February 28, 2026, at the Newton Community High School in Newton, Illinois.

At 10:00 am Board President Gordon McClure called the meeting to order and welcomed members.

Following the National Anthem and Pledge of Allegiance, performed by Kiley Phillips, Board Director, Ava Lemmon, gave the invocation. President McClure then informed the audience there was a quorum of 150 or more members present and business could be conducted.

Two children, Benjamin Huber and Logan Wright, were chosen to draw two names from the registration slips for the $100 early bird prize. Names drawn were Everett Kitchen of Jasper County and Shad Street of Jasper County.

Board Secretary Dan Strine read the Proof of Mailing of the Annual Meeting Notices. Notices for the Annual Meeting were mailed out on January 27, 2026.

President McClure asked if there were any additions or corrections to the 2025 Annual Meeting Minutes which were printed in the programs handed out during registration. There were no corrections or additions. A motion was made by Dean Dietrich and seconded by Rick Alderson. Motion carried.

Board Treasurer Dan Strine gave the treasurer's report. Mr. Strine reviewed the financials posted in the program and stated the records of Norris Electric Cooperative were maintained in accordance with Generally Accepted Accounting Practices and Government Auditing Standards.

Manager Phillips reported that the cooperative experienced a year of steady progress, disciplined stewardship, and continued commitment to cooperative principles of local control and member ownership. The system achieved a 99.92% reliability rate despite weather challenges, including minimal outages during a recent snowstorm. While transmission-related issues remained the largest contributor to outages, crews responded promptly and restored power safely and efficiently. In 2026, the cooperative completed 25 miles of three-phase line upgrades, replaced 652 aging poles, and continued system improvements to strengthen storm resilience and backfeeding capabilities. Vegetation management remained a priority, with 750 miles of line trimmed, and approximately 10% of poles inspected and treated annually. New technologies, including drone inspections and infrared scanning, were implemented to proactively identify potential issues. The cooperative also began transitioning to new system software, with accounting already live and a new billing platform launching in May. Members were advised of temporary adjustments during the transition period.

Financially, the cost of power and increasing transmission charges remain the primary expense drivers; however, the cooperative anticipates maintaining current rates for another year. A new 10-year power supply agreement with Dairyland Power Cooperative will begin in June 2026. The cooperative returned $1.3 million in capital credits to members from 1990–1991, bringing the ten-year total of retired capital credits to $18 million. Appreciation was expressed to the board of directors for their leadership and to employees for their dedication to reliable service.

Manager Phillips announced her retirement in 2026, marking her final annual meeting after 44 years of service. She reflected on the many changes experienced during her tenure, expressed gratitude to the board, employees, and membership for their trust and support, and voiced confidence in the cooperative's strong foundation and future. She also thanked her family for their encouragement and sacrifices throughout her career and reaffirmed her continued belief in and support of the cooperative as a member.

Brent Ridge, President and CEO of Dairyland Power Cooperative provided a comprehensive presentation on Dairyland Power Cooperative, outlining its organizational structure, generation and transmission assets, long-range planning initiatives, and strategies to address potential rate pressures. Information was shared regarding Dairyland's service territory, asset base, and wholesale power competitiveness. Brent also reviewed long-range transmission projects, generation mix, and factors that may impact future rates, along with mitigation strategies to maintain cost stability.

The Board President, Gordon McClure, welcomed members and thanked them for their continued engagement and commitment to the cooperative. He reflected on the cooperative's longstanding mission to provide safe, reliable, and affordable electricity, noting that while much has changed over the years—particularly in technology—the cooperative remains focused on adapting thoughtfully to industry challenges. He addressed ongoing concerns regarding the loss of baseload generation and emphasized the importance of maintaining dependable power sources to ensure future reliability. The Board reaffirmed its commitment to sound financial decisions that support rate stability and reliable service.

The President recognized the dedication of the cooperative's employees and manager, Tamara Phillips, for their leadership and service. He highlighted Manager Phillips 44-year career with Norris Electric, noting her progression to General Manager and her role in guiding the cooperative through significant initiatives, including the recent power contract with Dairyland. On behalf of the Board, management, and employees, he expressed gratitude for her integrity, leadership, and commitment to members, and presented her with a plaque in appreciation of her service.

The President then introduced Luke Johnson as the incoming manager of Norris Electric, noting his extensive cooperative experience, including prior roles as a lineman, operations manager, and general manager at other electric cooperatives, and invited him to address the membership.

Incoming Manager, Luke Johnson, shared that he began his cooperative career 26 years ago and worked his way through multiple roles, bringing extensive experience and a strong commitment to cooperative principles. He emphasized the importance of safety, reliability, affordability, and community, and expressed his dedication to serving the cooperative and its members to the best of his ability.

Special Guests were recognized by President McClure. Those guests include Randy Milliman, Aide to Senator Chapin Rose, Baylee Millard Legal and Government Relations Coordinator at AIEC, Lisa Cherry Assistant Editor of the Illinois Country Living Magazine, Doug Cook Audio and Visual Coordinator at AIEC, Alex and Jessica with Air Evac, Darren Iffert with Ambraw Power, Brent Ridge Dairyland Power President and CEO, Dan Tindell, Dairyland Power Board Member, Mike Casper Manager at Jo-Carroll Energy, Joe Mattingley Board Member of Jo-Carroll Energy, Mark Kingland Dairyland Board Chair, and Jim Sherman Director of Power Supply & Strategy Execution at Dairyland Power. Others recognized were retired Norris employees Donna Smallwood, Vic Klingler, Rhonda Huddleston, and Karen Long. The retired Board of Directors recognized were Larry Buser, Barb Helmink, and Dean Dietrich. President Gordon also recognized our Veterans and thanked them for their sacrifices.

Baylee Millard, Legal and Government Relations Coordinator at AIEC, presented information on the Voices for Cooperative Power (VCP) program, encouraging members to stay informed on state legislation affecting electric cooperatives and to participate in calls to action by contacting legislators. She emphasized that member engagement strengthens local control, reliability, and affordability, and noted that Norris is offering a $75 bill credit drawing for members who sign up, with the winner to be selected on March 5.

During the meeting, three future leaders were introduced. Owen Ulm of Newton, Illinois; Anna Probst of Teutopolis, Illinois and Eva Mette of Teutopolis, Illinois all represented the co-op in June 2025 on the annual Youth to Washington tour. Owen, Anna, and Eva spent a week in Washington, D.C. seeing monuments, speaking with legislators, and learning more about the cooperative business model. Owen was unable to attend so he sent a short video highlighting his trip. Anna and Eva gave a speech reflecting on their time in D.C. and thanked the members for their support.

President McClure explained the election process for the Board of Directors. Three petitions were submitted from the three incumbents. Since there were not any contested seats for the positions on the board, the Cooperative did not send ballots to the members. Mr. McClure stated the three Directors that will be seated for a three-year term are: Dan Strine, Wabash County; Ron Viehman, Lawrence County; and Brandon Graves, Richland County. The rest of the Board was then recognized: Kurt Holscher, Crawford County; Justin Parcel, Clark County; Ted Helmink, Cumberland County; Dave Sheppard, Jasper County; Ava Lemmon, Crawford County; Dave Thoele, Effingham County; Scott Weiss, Lawrence County; and Gordon Mc Clure, Jasper County.

President McClure asked if there was any Unfinished Business. Nothing was presented. He then asked for New Business. Nothing was presented.

Norris Electric then proceeded to give away 4 - $500 scholarships to high school seniors. The scholarship winners are Madison Grey, Casey-Westfield High School; Karly Deckard, Newton Community High School; Anna Probst, Teutopolis High School; and Allison Brummer; Newton Community High School.

Brent Ridge from Dairyland Power Cooperative also awarded 2 - $500 scholarships. The Dairyland scholarship winners are Danica Potts, Oblong High School and Katie Tedrich Altamont High School.

A motion was made by Nancy Stewart and seconded by Peggy Garrard to adjourn the meeting. Motion carried.

Each member in attendance received a $10.00 bill credit. Prizes were awarded and a delicious meal was served by Niemerg's of Effingham to approximately 472 people. There were 305 registered members present.

Dan Strine

Dan Strine, Secretary/Treasurer

Gordon McClure

Gordon McClure, President

THE REGULAR MEETING OF THE BOARD OF DIRECTORS

The Regular Meeting of the Board of Directors of Norris Electric Cooperative was held on Wednesday, March 18, 2026, at the headquarters building in Newton, IL. The meeting was called to order by President McClure.

The Board Directors present were: Gordon McClure, Kurt Holscher, Dave Sheppard, Dan Strine, Brandon Graves, Dave Thoele, Justin Parcel, Scott Weiss, Ted Helmink and Ron Viehman. Director Ava Lemmon was absent. Also in attendance were Manager Tamara Phillips, Office and Member Service Manager Tim Bohnhoff, Attorney Aaron Leonard, and Administrative Assistant Jenny Britton, Engineering Manager Tim Huber and incoming CEO Luke Johnson.

Attorney Leonard conducted the election process for Board Officers. Aaron asked all directors vote for the position of Board President with the majority of votes determining the outcome. Ballots were collected and Gordon McClure was re-elected Board President. The next position voted for was Vice-President. Brandon Graves was re-elected Vice President. The Secretary/Treasurer position was voted next with Dan Strine re-elected as Board Secretary/Treasurer.

President Mc Clure asked for the consideration of a resolution for the time and date of the monthly board meeting. A motion was made by Scott Weiss and seconded by Dave Thoele to adopt the following resolution:

> *"BE IT RESOLVED by the Board of Directors of Norris Electric Cooperative that a regular meeting of the Board of Directors shall be held at the Headquarters Building of the Cooperative near the City of Newton, Illinois on the third Wednesday of each month commencing at 8:30 o'clock A.M.*
>
> *"In case of extremely bad weather or other condition warranting a rescheduling of the regularly scheduled monthly Board Meeting the President of Norris Electric shall call the General Manager at or before 6:00 A.M. on the day that the meeting was scheduled. After consulting with the General Manager concerning weather conditions or other serious conditions, a decision shall be made to either postpone and/or reschedule the Board Meeting. If the Board Meeting is postponed, it shall then normally be held the following Wednesday and such postponed meeting shall constitute a regular meeting of the Board of Directors for all purposes. If the meeting is postponed and/or rescheduled, the Manager shall call the remaining Board Members and inform them of the meeting postponement and rescheduling as soon as possible after that decision has been made."*

Motion passed.

A motion was made by Justin Parcel and seconded by Dan Strine to accept the Minutes of the Special Meeting held on February 12, 2026. Motion passed.

A motion was made by Kurt Holscher and seconded by Dave Sheppard to accept the Minutes of the Regular Meeting held on February 18, 2026. Motion passed.

A motion was made by Brandon Graves and seconded by Scott Weiss to accept the Minutes of the Annual Meeting of Members held on February 28, 2026. Motion passed.

Doug Klier reviewed the March 10, 2026 Safety Committee Minutes. Doug reviewed coop property damage, injuries, and new business.

Manager Phillips reviewed the Operating Report. January financials are not fully complete. Check processing was cut off on February 1 due to software conversion. Expenses are currently estimated at approximately 75% reported with the monthly power bill no yet included. Margins appear to be in the positive and additional expenses will be reflected in February. Combined January and February financials are expected to provide a more accurate representation. Office Manager, Tim Bohnhoff, provided an overview of loan activity and reviewed the current loan status. A motion was made by Ted Helmink and seconded by Scott Weiss to accept the Operating Report as presented. Motion passed.

Manager Phillips reported on the following:

- Chipper – The old chipper has been posted to purple wave for Auction
- State Lobby Day – Lobby Day will be April 14th in Springfield. Tami Phillips, Luke Johnson & Dave Sheppard are registered to attend. Any director who would like to attend should let Tami know. A reminder was given that April board meeting has been rescheduled to April 8th.
- Legislative Conference – The Conference will be April 26th -29th in Washington D.C. Any director wishing to go should let Tami know.
- CFC Forum – The conference is in Chula Vista, CA on June 15th – June 17th. Director Dan Strine, Dave Sheppard, and Gordon Mc Clure are registered to attend. Any other director wishing to attend should let Tami know. The June board meeting conflicts with the conference so it was decided to reschedule the meeting to June 10th.
- NISC – We have gone live with the accounting software and it has transitioned smoothly.
- Scholarship Committee - Kurt Holscher, Dave Thoele, and Jamie Mendenhall met today to select the 2026 Scholarship winners.
- Youth to Springfield – We have 10 kids and 3 chaperones that will be attending Youth Day in Springfield on March 25th. This year we are sharing a bus with Wabash Communications.
- Ameren Refunds - We have been working with an attorney and data consultants for the past seven years and have seen positive results from these efforts. Upon transitioning to Dairyland, it is anticipated that Dairyland will assume responsibility for these associated costs.
- AIEC Checklist - A checklist was included in your packet. We will be addressing several things over the next several months so that we meet the requirements from last year's legislative session.

- Member Feedback – Manager Phillips shared a member compliment that was received after the recent storm.
- Side by Side – The Board discussed and reviewed three different side-by-side options. The general consensus was to obtain pricing on a four-tire model.

Attorney Report – Attorney Aaron Leonard has been addressing several outstanding matters in preparation for the General Manager's departure. He has worked on items involving Ameren DER service territory agreements and two REDLG loan issues.

Report of State Director – Justin Parcel reported on the recent Executive Summary and the International Program. AIEC was able to get a match from CoBank so no further fundraising is necessary.

A motion was made by Dave Thoele and seconded by Kurt Holscher to authorize Justin Parcel as the voting delegate and Brandon Graves as the alternate voting delegate for the 88th Annual Meeting of the Association of Illinois Electric Cooperatives that will be held on July 30-31, 2026. Motion passed.

A motion was made by Scott Weiss and seconded by Ron Viehman to accept the changes made to OP #42 and OP#43. Motion passed.

The board shared comments from the NRECA meeting in Nashville TN, the Directors Conference in January and the 88th Norris Electric Annual Meeting.

A motion was made by Ted Helmink and seconded by Justin Parcel to adjourn the meeting. Motion passed.

Dan Strine

Dan Strine, Secretary/Treasurer

Gordon McClure

Gordon McClure, President

THE REGULAR MEETING OF THE BOARD OF DIRECTORS

The Regular Meeting of the Board of Directors of Norris Electric Cooperative was held on Wednesday, April 8, 2026, at the headquarters building in Newton, IL. The meeting was called to order by President McClure.

The Board Directors present were Gordon McClure, Kurt Holscher, Dave Sheppard, Dan Strine, Brandon Graves, Dave Thoele, Ava Lemmon and Ted Helmink. Directors Scott Weiss, Ron Viehman and Office and Member Service Manager Tim Bohnhoff were absent. Director Justin Parcel attended via phone. Also in attendance were Manager Tamara Phillips, Luke Johnson, Attorney Aaron Leonard, and Administrative Assistant Jenny Britton, Engineering Manager Tim Huber, and Doug Klier.

A motion was made by Brandon Graves and seconded by Dan Strine to accept the Minutes of the Regular Meeting held on March 18, 2026. Motion passed.

Doug Klier reviewed the March 7, 2026, Safety Committee Minutes. Doug reviewed coop property damage, member property damage, and new business.

Manager Phillips reviewed the Operating Report. February financials are not fully complete, and we are working with auditors and software companies for some corrections. Year to Date financials will be reviewed next month. A loan update was given. A motion was made by Dave Thoele and seconded by Kurt Holscher to accept the Operating Report as presented. Motion passed.

Manager Phillips reported on the following:

- Scholarships- The Directors to present scholarship certificates are Gordon Mc Clure, Dave Thoele, and Scott Weiss.
- AIEC Annual Meeting – Directors will be registered to attend the AIEC Annual Meeting on July 30th and July 31st. Directors will also be registered to attend the BLC Artificial Intelligence and Electric Cooperatives class on July 29th.
- CFC Forum – The conference is in Chula Vista, CA on June 15th – June 17th. Directors Dan Strine, Dave Sheppard, and Gordon Mc Clure are registered to attend. Reminder that the June board meeting will be on June 10th.
- Capital Credits – A motion to refund capital credits for 1992-1994 was made by Dave Sheppard and seconded by Dave Thoele. Motion passed.
- NISC – NISC staff was here March 30- April 2nd. Software will go live on May 4th. During implementation a billing error was discovered on some large power accounts. After discussion the consensus of the board was to send letters to the members effected and back bill each member for billing statements sent in 2026.
- Dairyland Annual Meeting- The meeting is scheduled for June 2, 2026, in LaCrosse WI. Any director who wishes to attend please let Tami know.
- Side by Side – At this time, the Side by Side purchase has been postponed and will be revisited in the fall.

- Youth Tour – Norris has selected 2 students for the Youth to Washington Tour in June. Those students are Hunter Fitts, Oblong High School and Lydia Lessley, Newton Community High School.

Accounting Procedure # 13 – A motion was made by Dan Strine and seconded by Ted Helmink to accept the changes made to AP #13.

Attorney Report – Attorney Aaron Leonard made changes to the service agreement with the Birds and Flat Rock and we are waiting for Ameren to give final review. Aaron is continuing to review the documentation related to the Dairyland membership.

Report of State Director – Justin Parcel reported the retirement of CFC rep Brian Stagen.

A motion was made by Ted Helmink and seconded by Dave Thoele to adjourn the meeting. Motion passed.

Dan Strine

Dan Strine, Secretary/Treasurer

Gordon McClure

Gordon McClure, President

THE REGULAR MEETING OF THE BOARD OF DIRECTORS

The Regular Meeting of the Board of Directors of Norris Electric Cooperative was held on Wednesday, May 20, 2026, at the headquarters building in Newton, IL. The meeting was called to order by President McClure.

The Board Directors present were Gordon McClure, Kurt Holscher, Dave Sheppard, Dan Strine, Brandon Graves, Dave Thoele, Ava Lemmon, Scott Weiss, Ron Viehman, Justin Parcel, and Ted Helmink. Also in attendance were Manager Tamara Phillips, Luke Johnson, Attorney Aaron Leonard, Office and Member Service Manager Tim Bohnhoff, Administrative Assistant Jenny Britton, Engineering Manager Tim Huber, and Doug Klier.

A motion was made by Dave Thoele and seconded by Brandon Graves to accept the Minutes of the Regular Meeting held on April 8, 2026. Motion passed.

Doug Klier reviewed the May 12, 2026, Safety Committee Minutes. Doug reviewed mileage and hours, coop property damage, injuries, and new business.

Manager Phillips reviewed the Operating Report. February financials look strong year-to-date, although several January items were recorded in February due to software conversion. Expenses are currently below budget. The financial statement format has changed slightly with the new software. A loan update was given. A motion was made by Ted Helmink and seconded by Justin Parcel to accept the Operating Report as presented. Motion passed.

Manager Phillips reported on the following:

- AIEC Annual Meeting – Directors will be registered to attend the AIEC Annual Meeting on July 29th - July 31st. Luke Johnson, Ted Helmink, Dan Strine, Gordon Mc Clure, Dave Sheppard, Ava Lemmon, Dave Thoele, and Justin Parcel have been registered to attend the BLC Artificial Intelligence and Electric Cooperatives class on July 29th. Silent Auction ideas are welcome.
- CFC Forum – The conference is in Chula Vista, CA on June 15th – June 17th. Directors Dan Strine, Dave Sheppard, and Gordon Mc Clure are registered to attend. Reminder that the June board meeting will be on June 10th.
- Evaluations – All Directors received evaluation forms for the Attorney and Board of Directors. A motion was made by Scott Weiss and seconded by Dan Strine to exclude the General Manager evaluation this year due to the change in roles. Motion passed.
- Dairyland Annual Meeting – Luke Johnson and Tami Phillips are registered to attend the Dairyland Annual Meeting in Lacrosse WI on June 2.
- Software Update – The billing side of the software conversion went smooth, and we received many compliments from NISC staff regarding how prepared we were. Last week we received an email from NISC and Meridian announcing plans to merge. After discussion A motion was made by Justin Parcel and seconded by Ted Helmink to vote YES on the membership merger. Motion passed.
- Website Changes – Effective June 1st, 2026, we are required by law to post our company bylaws, monthly meeting agendas, and the monthly meeting minutes on our website. The website has been updated to meet the requirements.
- Underbilled Members – A discussion was had regarding some members feedback and complaints on the recent adjustments made to Rate 7 and 14.
- Write off Assets – A motion was made by Kurt Holscher and seconded by Scott Weiss to write off assets left from our old building. Motion passed.

- Truck –The family of a member, who owns a former Norris 1953 truck that Denise had once hoped to purchase, may reach out to see if Norris would be interested in acquiring it for use in parades, annual meetings, and displays, like how other cooperatives showcase vintage trucks.

A motion was made by Justin Parcel and seconded by Ron Viehman to elect Gordon McClure as the CFC voter delegate and Dan Strine as the alternate voter delegate. Motion passed.

A motion was made by Dave Sheppard and seconded by Ron Viehman to update the authorized signers for CFC. Motion passed.

A motion was made by Brandon Graves and seconded by Justin Parcel to update the authorized signers for People State Bank. Motion Passed.

A motion was made by Dan Strine and seconded by Ted Helmink to update the AP #16 to reflect a $25.00 fee for all bad checks. Motion passed.

A motion was made by Dave Thoele and seconded by Dave Sheppard to approve the Dairyland Class B Membership agreement. Motion passed.

A motion was made by Justin Parcel and seconded by Brandon Graves to accept the write off 2025 Uncollectible accounts. Motion passed.

Attorney Report – Attorney Aaron Leonard has been working on agreements with Ameren and Dairyland.

Report of State Director – Justin Parcel reported that there wasn't a meeting in April and recognized AIEC and the valuable work they provide specifically in the legal and government relations department.

Ideas from the board – President McClure distributed attendance records and bylaws to remind directors on attendance policy. All Directors received a new contact information sheet. There was discussion about Call to Order.

A motion was made by Scott Weiss and seconded by Ted Helmink to enter executive session. Motion passed.

A motion was made by Justin Parcel and seconded by Ted Helmink to exit executive session. Motion passed.

A motion was made by Ted Helmink and seconded by Dave Thoele to adjourn the meeting. Motion passed.

Dan Strine

Dan Strine, Secretary/Treasurer

Gordon McClure

Gordon McClure, President

THE REGULAR MEETING OF THE BOARD OF DIRECTORS

The Regular Meeting of the Board of Directors of Norris Electric Cooperative was held on Wednesday, June 10, 2026, at the headquarters building in Newton, IL. The meeting was called to order by President McClure.

The Board Directors present were Gordon McClure, Kurt Holscher, Dave Sheppard, Dan Strine, Brandon Graves, Ava Lemmon, Scott Weiss, Ron Viehman, Justin Parcel, and Ted Helmink. Director Dave Thoele attended via phone. Also in attendance were Manager Luke Johnson, Attorney Aaron Leonard, Office and Member Service Manager Tim Bohnhoff, Administrative Assistant Jenny Britton, and Doug Klier. Engineering Manager Tim Huber was absent.

A thank you letter from Retiree Tamara Phillips was read.

A motion was made by Brandon Graves and seconded by Ava Lemmon to accept the Minutes of the Regular Meeting held on May 20, 2026. Motion passed.

Doug Klier reviewed the June 9, 2026, Safety Committee Minutes. Doug reviewed mileage and hours, coop property damage, injuries, and new business.

Manager Johnson reviewed the Operating Report. March financials and year to date are higher than budgeted. If the margin continues to increase, then the PCA will be evaluated. A load update was given. A motion was made by Kurt Holscher and seconded by Dave Sheppard to accept the Operating Report as presented. Motion passed.

Manager Johnson reported on the following:

- Ameren/Norris Agreement – The ICC approved copy of the Distributed Energy Agreement with Ameren has been received.
- Dairyland – We received confirmation from Dairyland that we are official Class B members. Luke gave an update from the recent Dairyland Annual meeting that he attended.
- Youth Tour – The students selected to attend Youth Tour in Washington D.C. will leave on June 15th.
- CFC District 5 Director/Director Seat – If you are interested in running for District 5 Director, please let Luke know by June 15th.
- AIEC Annual Meeting – Directors have been registered to attend the AIEC Annual Meeting on July 29th - July 31st. Kurt Holscher, Scott Weiss and Ron Viehman will not be attending. Spouses registered with be Fran, Linda, Abe, and Denise. Please notify Luke if there are any changes needed for registration.
- Health Insurance – We received a check from BCBS for overcharged premiums that dated back to 2008-2020. We will be meeting with employees to educate them on the new HRA plan.

- NISC Update - The merger with Meridian and NISC has not been approved yet as voting closes in July. There was a FAQ distributed from the town hall meeting. The conversion process continues to move in a positive direction. Manager Johnson will discuss compensation matters once decision is made about merger.
- AIEC Golf Outing – The annual golf outing will be on August 28th at the Edgewood Golf Club in Auburn IL.

Report of State Director – Justin Parcel reported that three statewide directors are running for positions on the CFC Board. Each candidate presented to the board, and two were selected to move forward in the process. Updates were also provided regarding the budget, as well as plans for the construction of a new transmission line in Illinois.

Attorney Report – Attorney Aaron Leonard completed the DER agreements with Ameren and Dairyland. There is one 3rd party agreement still outstanding.

A motion was made by Scott Weiss and seconded by Justin Parcel to approve the CoBank designation of Authorized Users Resolution. Motion passed.

A motion was made by Dan Strine and seconded by Justin Parcel to accept the low bid from Henkels and McCoy for labor and equipment cost for Clark Substation- East of River project. Motion passed.

A motion was made by Dave Sheppard and seconded by Ted Helmink to approve the REDLG loan for Coles-Moultrie. Motion passed.

A thank you card from scholarship winner Jailyn Hall was read by Manager Johnson. Johnson also mentioned that there will be 3 trucks going on purple wave soon.

A motion was made by Brandon Graves and seconded by Justin Parcel to enter executive session. Motion passed.

A motion was made by Dave Sheppard and seconded by Ted Helmink to exit executive session. Motion passed.

A motion was made by Scott Weiss and Justin Parcel to approve the pay increases presented during the executive session. Motion passed.

A motion was made by Ted Helmink and seconded by Scott Weiss to adjourn the meeting. Motion passed.

Dan Strine

Dan Strine, Secretary/Treasurer

Gordon McClure

Gordon McClure, President

THE REGULAR MEETING OF THE BOARD OF DIRECTORS

The Regular Meeting of the Board of Directors of Norris Electric Cooperative was held on Wednesday, July 15, 2026, at the headquarters building in Newton, IL. The meeting was called to order by President McClure.

The Board Directors present were Gordon McClure, Kurt Holscher, Dave Sheppard, Dan Strine, Ava Lemmon, and Ron Viehman. Directors Brandon Graves, Ted Helmink, and Justin Parcel attended via phone. Also in attendance were Manager Luke Johnson, Attorney Aaron Leonard, Engineering Manager Tim Huber, Office and Member Service Manager Tim Bohnhoff, Administrative Assistant Jenny Britton, and Doug Klier. Director Scott Weiss was absent.

A motion was made by Dave Thoele and seconded by Ron Viehman to accept the Minutes of the Regular Meeting held on June 10, 2026. Motion passed.

Doug Klier reviewed the July 9, 2026, Safety Committee Minutes. Doug reviewed coop property damage, public property damage, and new business.

Manager Johnson reviewed the Operating Report. April financials and margins are better than budgeted, and we will likely end higher than budgeted on margins for the year. A loan update was given. A motion was made by Dave Thoele and seconded by Kurt Holscher to accept the Operating Report as presented. Motion passed.

Manager Johnson reported on the following:

- Tornadoes / Heat – An update was given regarding the 2 tornadoes that went through our service territory as well as a lengthy outage from Ameren at the Lawrenceville substation.
- AIEC Annual Meeting – Reservations and registration packet was distributed which includes hotel information, agenda, and itinerary.
- NRECA – The Region 5 meeting will be held in Minneapolis Minnesota on September 21-23. If anyone would like to attend, please let Luke or Jenny know.
- Health Insurance – Weiss Insurance has held several meetings with staff to answer questions. The new insurance plan will go into effect on August 1, 2026.
- NISC – We have a meeting for write off accounts today to clarify the process and will continue to discuss reimbursements from conversion.
- Ameren Update – Luke and Tim Huber met with Ameren this month. Norris has Attachment A for Clark County Substation and discussed listing the actual number of members out of power when their system goes down.
- REDLG Loan – A member contacted us about sponsoring a REDLG loan. The member will be invited to attend the August Board meeting to present the loan request for the Board's consideration
- AIEC Managers Meeting – Luke attended a meeting last week where legislation, legal matters, and rate increases implemented by electric cooperatives were discussed.

Engineering Manager Tim Huber reported on the following:

- Member Complaint – A discussion was had about a member from Clark County that is not willing to work with us on the new 3 phase line build. A plan of action was discussed.
- Effingham County Fairgrounds - The fair board requested a meter base to be donated for their upcoming service upgrades. The consensus from the board was to donate the meter base.
- An update was given on the Moonshine Solar Project. Attorney Aaron Leonard is working on a crossing agreement.
- Member Complaint – A discussion was had about a member complaint in Lawrence County. Attorney Aaron Leonard will respond to letter that was sent from the members attorney.

A motion was made by Ava Lemmon and seconded by Dave Thoele to enter executive session. Motion passed.

A motion was made by Dave Thoele and seconded by Dave Sheppard to exit executive session. Motion passed.

Claude Wilon, IT Manager, entered the meeting and reviewed the following topics with the Board: new servers, cradle point upgrades, NISC Conversion, Dairyland meter data, AI, Cyber Tech and Tech Advantage conferences, Industry Updates, Cyber Hygiene Report Card, Email phishing test, Tellaro, and Call to Order.

A motion was made by Dave Thoele and seconded by Ron Viehman to approve Accounting Procedure # 10. Motion passed.

A motion was made by Dave Thoele and seconded by Kurt Holscher to donate $1,000 to the Cooperative Family Fund. Motion passed.

Report of State Director – Justin Parcel reviewed highlights from the July meeting.

Attorney Aaron Leonard had no additional items to report, as their updates were covered during the Engineering Manager report.

Ideas from the Board – Director Ted Helmink expressed a job well done to the crews working the tornado cleanup and restoration in Effingham County. He mentioned that they did a tremendous job getting everyone back on in a timely manner with the amount of damage that occurred. Directors Gordon McClure, Dave Sheppard, and Dan Strine gave highlights from CFC meeting in June.

A motion was made by Dave Thoele and seconded by Kurt Holscher to adjourn the meeting. Motion passed.

Dan Strine

Dan Strine, Secretary/Treasurer

Gordon McClure

Gordon McClure, President

THE REGULAR MEETING OF THE BOARD OF DIRECTORS

The Regular Meeting of the Board of Directors of Norris Electric Cooperative was held on Wednesday, August 19, 2026, at the headquarters building in Newton, IL. The meeting was called to order by President McClure.

The Board Directors present were Gordon McClure, Kurt Holscher, Dave Sheppard, Dan Strine, Ava Lemmon, Brandon Graves, Ted Helmink, Justin Parcell, Scott Weiss, Dave Thoele, and Ron Viehman. Also in attendance were Manager Luke Johnson, Attorney Aaron Leonard, Engineering Manager Tim Huber, Office and Member Service Manager Tim Bohnhoff, Administrative Assistant Jenny Britton, Line Clearance Supervisor, Jim Meyer and Engineering Technician Doug Klier.

A motion was made by Brandon Graves and seconded by Dave Thoele to accept the Minutes of the Regular Meeting held on July 15, 2026. Motion passed.

Doug Klier reviewed August 11, 2026, Safety Committee Minutes. Doug reviewed coop property damage, injuries, and new business. Doug then left the meeting.

Line Clearance Supervisor, Jim Meyer, provided an update on tree trimming activities. He reviewed the current trimming territory, staffing, contracted spraying and trimming cost, equipment status, and future options. Jim then left the meeting.

Manager Johnson reviewed the Operating Report. May financial results were favorable, with power costs below budget and margins are better than budgeted. Johnson also advised the Board to expect increased expenses in June and July due to tornado storm damage. A loan update was given. A motion was made by Kurt Holscher and seconded by Scott Weiss to accept the Operating Report as presented. Motion passed.

Manager Johnson reported on the following:

- New Hires – Luke reported several recent personnel changes and retirements.
- NISC – Luke reported that the NISC merger was approved.
- Strategic Planning – A proposed date for the next strategic planning session for 2027 was presented.
- Clark Substation – Construction progress at the Clark Substation continues. Concrete work has been completed, and the fence has been installed.
- BLC classes – BLC 951.1 *Developing Effective Board Decision Making* will be held November 4, followed by BLC 952.1 *Increasing Influence and Building Consensus,* on November 5th. Two Directors have registered to attend.
- AIEC Annual Meeting – A discussion was held regarding the annual meeting held in Peoria.
- Voltwrite – We now have access to a secure, closed-system AI platform for the Cooperatives use.

The Board authorized management to proceed with an application for a REDLG loan.

A motion was made by Dave Sheppard and seconded by Ava Lemmon to approve IT #2, Artificial Intelligence Use Policy. Motion passed.

A motion was made by Ron Viehman and seconded by Justin Parcel to approve the changes to Rate Schedule TS-1. Motion passed.

Attorney Leonard provided a legal update.

Justin Parcel reported on statewide cooperative activities.

The Board discussed Board governance, compensation and administrative matters. A Director noted an update that needed to be made on the Cooperatives website.

A motion was made by Ted Helmink and seconded by Scott Weiss to enter executive session. Motion passed.

A motion was made by Dave Thoele and seconded by Ava Lemmon to exit executive session. Motion passed.

A motion was made by Ted Helmink and seconded by Scott Weiss to adjourn the meeting. Motion passed.

Dan Strine

Dan Strine, Secretary/Treasurer

Gordon McClure

Gordon McClure, President

THE REGULAR MEETING OF THE BOARD OF DIRECTORS

The Regular Meeting of the Board of Directors of Norris Electric Cooperative was held on Wednesday, September 16, 2026, at the headquarters building in Newton, IL. The meeting was called to order by President McClure.

The Board Directors present were Gordon McClure, Dave Sheppard, Dan Strine, Ava Lemmon, Brandon Graves, Justin Parcel, Scott Weiss, Dave Thoele, and Ron Viehman. Directors who attended via phone were Ted Helmink and Kurt Holscher. Also in attendance were Manager Luke Johnson, Attorney Aaron Leonard, Engineering Manager Tim Huber, Office and Member Service Manager Tim Bohnhoff, Administrative Assistant Jenny Britton, and Engineering Technician Doug Klier.

A motion was made by Brandon Graves and seconded by Scott Weiss to accept the Minutes of the Regular Meeting held on August 19, 2026. Motion passed.

Doug Klier reviewed September 8, 2026, Safety Committee Minutes. Doug reviewed coop property damage, and new business. Doug then left the meeting.

Manager Johnson reviewed the work comp mod for 2026.

Manager Johnson reviewed the Operating Report. June financial results were above budget due to hot weather, billing timing and tornado-related repairs. A loan update was given. A motion was made by Justin Parcel and seconded by Dan Strine to accept the Operating Report as presented. Motion passed.

Manager Johnson reported on the following:

- KRTA Report – A summary of the KRTA provided by CFC was given.
- Director Election - Discussed director election for 2027. If interested in re-election, please notify Jenny.
- 2027 Scholarships – Discussed 2027 scholarship program.
- Coles Moultrie REDLG – a REDLG loan was awarded for their new campus and building.
- NISC Conversion – Manager Johnson gave an update on the NISC conversion.
- Community Engagements – Manager Johnson shared about meeting with the Rotary Club and Jasper County CEO class.

Engineering Manager Tim Huber shared that Clark Substation site work is complete and construction is moving forward.

A motion was made by Dave Thoele and seconded by Dave Sheppard to approve REDLG resolution for Justin Holsapple. Motion passed.

A motion was made by Justin Parcel and seconded by Ava Lemmon to accept Form 990 for submission. Motion passed.

A motion was made by Dave Thoele and seconded by Dan Strine to accept the low bid by Henkels and McCoy for Labor and Equipment on Clark East and South. Motion passed.

A motion was made by Dave Thoele and seconded by Justin Parcel to approve the Secretary of State Registered Agent Resolution. Motion passed.

Attorney Aaron Leonard provided a legal update.

Justin Parcel reported on statewide cooperative activities.

A motion was made by Dave Thoele and seconded by Ava Lemmon to enter executive session. Motion passed.

A motion was made by Justin Parcel and seconded by Brandon Graves to exit executive session. Motion passed.

A motion was made by Ted Helmink and seconded by Ava Lemmon to adjourn the meeting. Motion passed.

Dan Strine

Dan Strine, Secretary/Treasurer

Gordon McClure

Gordon McClure, President