

REA ENERGY COOPERATIVE, INC.
SUMMARY of MINUTES OF REGULAR BOARD MEETING
March 23, 2021

The regular meeting of the Board of Directors of REA Energy Cooperative, Inc. (the “Cooperative”) was held Tuesday, March 23, 2021. The meeting was held at the Cooperative’s headquarters office located at 75 Airport Rd, Indiana, Pennsylvania. Some attendees attended via Zoom or in-person in the Team Building Room at the Cooperative’s headquarters.

Call to Order

Board Chairman called the meeting to order at 5:22 p.m. A Director gave the invocation and led the Board in the Pledge of Allegiance.

Roll Call

Board of Directors were present, including the Cooperative’s attorney, President & CEO, IT Supervisor, Reliability Supervisor and Executive Assistant.

Reading of Cooperative’s Core Values

The President & CEO read aloud number ten of the Cooperative’s Core Values.

Approval of Minutes

A motion was made and seconded to approve the minutes of the February 23, 2021 regular board meeting. Motion carried.

Additions to Agenda

There were no additions to the Agenda.

Special Presentation

AMI System Upgrade

The Cooperative's Reliability Supervisor gave a presentation on the history of the Cooperative's metering system. He presented the proposed AMI system upgrade. He spoke about the RF meters already in place, costs and the schedule of replacing existing meters. Bids are being received from contractors to do the meter exchanges. The Reliability Supervisor answered questions from the Board of Directors.

The Cooperative's President & CEO told the Board that a purchase order would be put together for either 12,000 or 24,000 meters based on Board approval. He and the Reliability Supervisor recommend moving forward on the purchase of 24,000 meters in order to save money and to be able to negotiate a better price. Discussion followed.

A motion was made and seconded to approve purchasing the full amount of single phase residential meters. Motion carried.

The Reliability Supervisor and IT Supervisor were dismissed from the Board meeting at 5:56 p.m.

New Business

COVID- 19 Reintegration plans

The Cooperative's President & CEO announced the Cooperative plans to reopen the lobby on Monday, April 5th. Employees are encouraged to get vaccinated for Covid-19.

Work Plan status

The Cooperative's President & CEO spoke about the upcoming Work Plan. The Engineering Supervisor has been working on the Work Plan. The preliminary plan will be presented to Directors at the Board Meeting in April and the final Work Plan be presented at the Board Meeting in May. Work is scheduled to begin in June 2021.

Resignation & Open positions

The Cooperative's President & CEO announced the resignation of a long-term employee. Her position was filled with an internal employee. The Cooperative's President & CEO is looking to hire another Consumer Services representative and possibly a part-time Consumer Services representative. With the retirement of one lineman and a resignation of another, the Cooperative is looking to hire two linemen. The job announcement has been posted at various locations, using various medium. One candidate was interviewed but he did not accept the job offer. The Cooperative's President & CEO answered questions from the Board.

Policy Committee Meeting

The Cooperative's President & CEO asked that the Policy Committee meet in April. There are four to five policies that need reviewed and revised. The Policy Committee is scheduled to meet on Thursday, April 15th, starting at 4:00 p.m. at the Cooperative's Indiana office.

Building Committee Meeting

The Cooperative's President & CEO asked the Building Committee to meet in April or May. The plans to revamp the Board room is underway. Combining two rooms will provide the necessary space for social distancing. The Building Committee is scheduled to meeting on Thursday, April 29th, at 4:00 p.m. at the Cooperative's Indiana office.

Legal Update

The Cooperative's attorney thanked the President & CEO, IT Supervisor and Executive Assistant for providing training on the new Boardable software being used for Board meetings. He spoke about working to resolve a request from a deceased member's estate that was sent to the Cooperative in error. He also spoke about the matter of a Rid-of-Summons filed against REA Energy and Asplundh. The Cooperative's attorney will keep the Board and the President & CEO informed.

President & CEO Report

The Cooperative's President & CEO spoke about Right-of-Way bids for next year's work. He spoke about PennDOT training completed recently by the Engineering department. The tentative schedule for Strategic Planning is set for the week of June 7th. More information will be shared as it becomes available.

The Cooperative's President & CEO is looking to reduce equipment inventory. Having our vendors hold material and equipment helps to cut costs. Any material needed is delivered the next day. Generators are now being delivered and more will be ordered soon.

The Cooperative's President & CEO also told the Board about a recent hacking at Milsoft. Milsoft issued a press release that this was isolated, taken care of and no clients were affected. The hack was traced back to a Milsoft employee who clicked on a link in an e-mail. The Cooperative's President & CEO reminded the Board to be careful of e-mails and be sure any link is from a legitimate source. The Cooperative is considering changing over to NISC or Futura over the long term. The Cooperative's President & CEO answered questions about Broadband.

Board Chairman declared a brief break at 6:33 p.m.

The meeting reconvened at 6:44 p.m.

Continuing Business

Memberships

A motion was made and seconded to accept 25 new members for the month of February 2021. Motion carried.

Secretary/Treasurer Report

The Secretary/Treasurer's Report was reviewed by the Board.

Director Update

All Board of Directors have signed up for the Director Update Meeting, to be held online on Wednesday, March 31st. The Cooperative's President & CEO told the Board, the office will be open to anyone who wants to attend in-person.

Reports

The Board heard and discussed various business and activity reports.

A motion was made and seconded to approve summary minutes of the January 26, 2020 Board meeting. Motion carried.

A motion was made and seconded to approve the reports as presented. Motion carried.

Miscellaneous

The following were reviewed by the Board of Directors:

- Letter from Federated
- SEDC Patronage Capital Notice

Lastly, the Cooperative's President & CEO reviewed a series of messages received from a non-member during a large outage recently in the Indiana area. He wanted to make

the Board aware of some of the calls and messages office personnel deal with on a weekly, sometimes daily basis. He recognized to the Board the hard work and professionalism that the employees have even with non-members.

Adjourn

A motion was made and seconded to adjourn the meeting. Motion carried.

Board Chairman adjourned the meeting at 6:54 p.m.