

REA ENERGY COOPERATIVE, INC.
SUMMARY of MINUTES OF REGULAR BOARD MEETING
January 26, 2021

The regular meeting of the Board of Directors of REA Energy Cooperative, Inc. (the “Cooperative”) was held Tuesday, January 26, 2021, via teleconference and via Zoom. A few employees and one Director attended in-person in the Boardroom at the Cooperative’s headquarters office located at 75 Airport Road in Indiana, Pennsylvania.

Call to Order

Board Chairman called the meeting to order at 5:25 p.m. An invocation was given and the Board recited the Pledge of Allegiance.

Roll Call

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

Reading of Cooperative’s Core Values

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

Approval of Minutes

A motion was made and seconded to approve the minutes of the December 22, 2020 regular board meeting. Motion carried.

Additions to Agenda

The Cooperative’s President & CEO requested moving the Data Center Infrastructure before the Trucks presentation under Special Presentations.

The Board Chairman requested adding an announcement before the Special Presentations.

A Board of Director asked to add discussion at the next Board Meeting on payment options on electric bills.

A motion was made and seconded to approve the revised agenda as amended. Motion carried.

Board Chairman congratulated the Cooperative’s President & CEO on being appointed the Chairman of PREA’s Managers Advisory Committee.

Special Presentations

Data Center Infrastructure

The Cooperative’s IT Supervisor presented the bid results for the system change at the Cooperative. He showed the comparisons between various companies. The new system will save

money and provide other opportunities for data storage. He answered questions about the new hardware and licensing.

Bid results & awarding – Trucks

The Cooperative's President & CEO provided information on recent bids received for a new bucket truck, digger truck and track machine. Discussion continued on the difference between manufactures and models of trucks. He answered questions from the Board.

Track machine

The Cooperative's President & CEO spoke about the need to purchase another Track machine. Discussion continued about the budget and rotating equipment.

A motion was made and seconded to approve purchasing a track machine from Custom Truck. Motion carried.

Legal Update

The Cooperative's attorney updated the Board on the status of the RUS loan. He also reviewed the revisions to Bylaw Article III and the creation of Policy B-40. These changes are to be reviewed by Directors and will be presented at the February Board meeting for a vote. Discussion continued on Act 98 that deals with Broadband service. The Act was passed and allows rural electric Cooperatives to utilize their existing Right-of-Way to install Broadband and other communications equipment.

Special Presentations

New Board Software

The Cooperative's IT Supervisor presented an overview of new software the Cooperative will be using for future Board meetings. The Boardable program has more user- friendly features and other options not found in the OnBoard software. Training will be scheduled soon. Training videos are also available on the Boardable website.

Capital Credit Retirement Smoothing

The Cooperative's Financial Analyst presented a report on Capital Credit retirement. He reviewed forecasted costs, equity, tier loan profiles and General fund levels. He spoke about the funds and the current Capital Credit retirement cycle.

The IT Supervisor and Financial Analyst were dismissed from the meeting at 6:28 p.m.

President & CEO Report

The Cooperative's President & CEO spoke about the Covid-19 vaccine. Pennsylvania's governor has changed the classification for utility workers. We have been moved to a lower grade. He will look to give incentives to employees who choose to get the vaccine.

The President & CEO gave an update on the truck purchased from Altec. He also highlighted a Generation & Transmission capital credit in December from Allegheny Electric Cooperative. He explained the unfunded Capital Credits and how they are causing the Cooperative to have record Tier and record Margins.

A Strategic Planning session is scheduled in June. The President & CEO is looking to change from the SEDC program currently in use and moving to NISC.

Lastly, he spoke about taking online classes and answered questions from the Board about Broadband.

New Business

Bad Debt Write-Offs

The Cooperative's President & CEO explained Bad Debt Write-offs. He noted the great job done by the ladies in the Billing department. One Board of Director mentioned that past amounts were much higher.

A motion was made and seconded to accept the Bad Debt Write-offs. Motion carried.

Disposition of Equipment & Scrap

The President & CEO reviewed and explained the disposition of equipment and scrap report.

A motion was made and seconded to accept the Bad Debt Write-Offs and to approve the disposition of equipment and scrap. Motion carried.

BWB Audit Engagement letter

The President & CEO reminded the Board that BWB has been the Cooperative's auditor for three years and this is a fourth-year extension. Next year there will be discussion on the possibility of hiring a new auditor. This year's meeting with the auditors and the Audit Committee will be held virtually.

A motion was made and seconded to approve the Audit Engagement letter. Motion carried.

Policy Committee

A Board of Director spoke about the changes to a Bylaw and Policy B-40.

Continuing Business

Memberships

A motion was made and seconded to accept 56 new members for the month of December 2020. Motion carried.

Secretary/Treasurer Report

The Secretary/Treasurer's Report was reviewed.

PREA Board Meeting

An update on the latest PREA Board meeting was given.

Allegheny Board Meeting

An update on the latest Allegheny Board meeting was given.

Travel

The Cooperative's President & CEO pointed out with Covid restrictions and more online meetings, PREA isn't having any travel through June 2021. There are no face-to-face Section meetings scheduled. He is helping to set up meetings and promoting online meetings with other managers.

Reports

The Board heard and discussed various business and activity reports.

A motion was made and seconded to approve summary minutes of the November 24, 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:

NRECA Memo

2021 PREA/Allegheny Calendar of Events

Adjourn

A motion was made and seconded to adjourn the meeting. Motion carried. Board Chairman adjourned the meeting at 7:08 p.m.

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

The regular meeting of the Board of Directors of REA Energy Cooperative, Inc. (the “Cooperative”) was held Tuesday, February 23, 2021, immediately following the REA Energy Services regular Board Meeting. The meeting was held via teleconference and via Zoom. A few employees and one Director attended in-person in the Boardroom at the Cooperative’s headquarters office located at 75 Airport Road in Indiana, Pennsylvania.

Call to Order

Board Chairman called the meeting to order at 5:40 p.m.

Roll Call

Board of Directors were present, including the Cooperative’s attorney, President & CEO, IT Supervisor, Supervisor of Consumer Services, Finance and Accounting Manager and Executive Assistant.

Reading of Cooperative’s Core Values

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

Approval of Minutes

A motion was made and seconded to approve the minutes of the January 26, 2021 regular board meeting. Motion carried.

Additions to Agenda

There were no additions to the Agenda.

Special Presentations

Billing Cycles & Payment Period

The Cooperative’s Supervisor of Consumer Services and Finance & Accounting Manager gave a presentation about Billing cycles, payment schedules and disconnect procedures. They spoke about financials, gave a comparison between keeping the current four Billing cycles system or changing to two Billing cycles. They also told the Board about financial assistant programs available at the Cooperative and other outside resources where members can apply for help. They answered questions from Directors.

The Cooperative’s Supervisor of Consumer Services, Finance and Accounting Manager and IT Manager were dismissed from the Board meeting at 6:13 p.m.

New Business

Meter poles

Discussion was held about condemned meter poles and the time limit to have payments made for replacement poles. Financial assistance available to members was reviewed. Discussion continued about the possibility of getting a contractor for pole replacement work. The Executive Committee will see if there are ways to improve meter pole replacements.

Annual Meeting Speaker

Discussion was held on possible speakers for the Cooperative's next Annual Meeting. It was recommended that management ask Steve Brame from PREA to be the speaker.

A motion was made and seconded to approve Steve Bram as the speaker at the Cooperative's next Annual Meeting. Motion carried.

Annual Identify Theft & Red Flag Policy

The Cooperative's President & CEO reviewed and explained Policy I-1. He told the Board that there are no incidents to report.

Policy Committee Update

A Board of Director gave a brief overview of the changes to Bylaw Article III. There were no questions.

A motion was made and seconded to approve the changes to Article III of the Bylaws. Motion carried.

Policy B-40

A Board of Director reviewed the changes to Policy B-40 discussed at last month's meeting.

A motion was made and seconded to approve the changes made to Policy B-40. Motion carried.

Executive Session

Board Chairman called for an Executive Session at 6:46 p.m.

A motion was made and seconded to go into Executive Session. Motion carried.

A motion was made and seconded to come out of Executive Session. Motion carried. Executive Session ended at 7:12 p.m.

Legal Update

The Cooperative's attorney told the Board the RUS loan has been finalized. He also worked on a request from the Cooperative's President & CEO about deposits on estate accounts and whether or not an estate needs to be opened to receive funds.

President & CEO Report

The Cooperative's President & CEO sent an e-mail to Directors with information on the Area Meeting to be held via Zoom on Wednesday, March 31st. He answered a few questions about the meeting. He announced the order has been placed for new large trucks. The Building Committee will meet about the remodeling plans for the Boardroom, Server room and Load Tech's room. Touchless water fountains are being installed in the Cooperative buildings soon. He also told the Board there are two linemen positions to be filled. Job announcements have been posted.

Continuing Business

Memberships

A motion was made and seconded to accept 56 new members for the month of January 2021. Motion carried.

Secretary/Treasurer Report

The Secretary/Treasurer's Report was reviewed.

Pandemic Update

The Cooperative's President & CEO announced that pandemic numbers are moving in a positive direction. At the Cooperative, employees are still taking precautions by wearing masks, social distancing and washing hands frequently. An incentive program will be offered to employees to those who get the COVID vaccination.

Reports

The Board heard and discussed various business and activity reports.

A motion was made and seconded to approve summary minutes of the December 22, 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: Membership v. kWh sales Report

Adjourn

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

Board Chairman adjourned the meeting at 7:33 p.m.

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.

REA ENERGY COOPERATIVE, INC.
SUMMARY of MINUTES OF REGULAR BOARD MEETING
April 27, 2021

The regular meeting of the Board of Directors of REA Energy Cooperative, Inc. (the “Cooperative”) was held Tuesday, April 27, 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 5:26 p.m. An invocation was given and the Board recited the Pledge of Allegiance.

Roll Call

Board of Directors were present, including the Cooperative’s attorney, President & CEO, IT Supervisor, Finance and Accounting Manager and HR Administrator. One Director and the Executive Assistant were absent.

Reading of Cooperative’s Vision Statement

The Cooperative’s President & CEO read aloud the Cooperative’s Vision Statement.

Approval of Minutes

A motion was made and seconded to approve the minutes of the March 24, 2021 regular board meeting. Motion carried.

Additions to Agenda

There were no additions to the agenda.

New Business

Construction Work Plan

The Cooperative’s System Engineer and a representative from Power System Engineering (PSE) presented the 4 Year Construction Work Plan. The Work Plan presented is based on projected growth of members, system capacity increases due to load increase, improved system reliability, increased back feed capacity, maintaining adequate voltage needs and replacing or upgrading deteriorating poles and conductors. Costs were discussed and questions from the Board of Directors were answered.

A motion was made and seconded to approve the 4 Year Construction Work Plan as presented. Motion Carried

Audit Committee & Presentation

The Cooperative’s Finance and Accounting Manager presented the BWB Financial Audit

findings, and reviewed the Consolidated Financial Statements for 2020. BWB audit findings consisted of the following: there were no deficiencies in internal controls, nothing came to their attention that caused them to believe the Cooperative failed to comply with any RUS provisions, there were no difficulties dealing with management in performing the audit, and the financial statement disclosures were neutral, consistent and clear. BWB recommended developing a multi-year plan to address escheated funds.

A motion was made and seconded to approve the 2020 Audit Report. Motion carried.

Policy Committee

The Cooperative's President & CEO reviewed the policies which had been reviewed by the Policy Committee. The policies will be voted on at the May 2021 Board Meeting.

National Elections

Discussion was held on candidates running for the NCSC Board of Directors. One of the Board of Directors has been appointed as the alternate to vote in NRECA Elections.

Legal Update

The Cooperative's attorney spoke about a ROW issue and what is being done to resolve the issue. He also spoke about the Writ-of Summons filed against REA Energy and a contractor. The Cooperative's attorney explained that the statute of limitations has expired, and he will work to have the case dismissed. Lastly, he spoke about a condemnation case and will work with the Cooperative's President & CEO on this. The Board will be given an update on the status of this case.

Board Chairman declared a brief break at 6:35 p.m. The meeting reconvened at 6:48 p.m.

President & CEO Report

Federated Crew Visit

The Cooperative's President & CEO spoke about the most recent visit from Federated. REA Energy has a new field representative who came to the offices. The Federated Field Representative toured substations and performed crew visits.

Code of Excellence

The Cooperative's President & CEO spoke about the Code of Excellence and the plan to introduce the program to all REA Employees. Part of the Code of Excellence will be the training, introduction of the Policy D-47 Respectful Workplace and will be an evolving program.

Open Positions

The Cooperative's President & CEO informed the Board we have filled the Part-Time Member Services and Full-time Member Services position. Advertisements for both Journeyman Lineman and Apprentice Lineman have been posted. Due to the lack of qualified Journeyman

applicants, the Apprenticeship Committee has agreed to expand the Apprentice program to allow for one additional Apprentice Lineman who will work out of the Indiana office.

COVID-19 Update

The Cooperative's President & CEO informed the Board of the percentage of the staff fully or partially vaccinated against Covid-19. A survey will be done to gauge interest in having a vaccine clinic at the Indiana office. A vaccine incentive is currently in place; however, we are looking for more participation.

Broadband Update

The Cooperative's President & CEO provided the Board with updates to the Broadband initiatives.

Escheats Committee Meeting

The Cooperative's President & CEO asked that an Escheats Committee meeting be scheduled for May. The Escheats Committee is scheduled to meet Monday, May 17th at 1:30 p.m. at the Cooperative's Indiana Office.

Continuing Business

Memberships

A motion was made and seconded to accept 51 new members for the month of March 2021. Motion carried.

Secretary/Treasurer Report

The Secretary/Treasurer's Report was reviewed.

PREA Board Meeting Report

PREA met via Zoom, and welcomed new board member from Warren, REC. RGGI was a topic of discussion during the most recent meeting. The net effect of RGGI is increased costs for fossil fuels, which will not impact nuclear. Rural communities will have financial gain from the increased revenue which will be generated. PREA lobbyists will continue to look into RGGI and its impact on the Cooperative members. The PREA Audit was reviewed. The PREA Summer Meeting will not be held in-person.

Allegheny Board Meeting Report

Allegheny held its most recent meeting via Zoom. The power crisis in Texas was a topic of discussion. Allegheny reiterated its "Patchwork" approach to power supply, as opposed to relying on a few sources. There was discussion on having elected officials as representatives on the Allegheny Board, it was determined that the individual Co-ops would be responsible for making those decisions at the local level. The Allegheny audit was reviewed.

Reports

The Board heard and discussed various business and activity reports.

A motion was made and seconded to approve summary minutes of the February 23, 2021 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:

Northwestern Rural Electric Letter
NRECA Fact Sheet

Adjourn

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

Board Chairman adjourned the meeting at 7:46 p.m.

REA ENERGY COOPERATIVE, INC.
SUMMARY of MINUTES OF REGULAR BOARD MEETING
May 25, 2021

The regular meeting of the Board of Directors of REA Energy Cooperative, Inc. (the “Cooperative”) was held Tuesday, May 25, 2021, immediately following the REA Energy Services regular Board Meeting. The meeting was held via Zoom as well as in-person at the Cooperative’s headquarters in the Team Building Room located at 75 Airport Rd, Indiana, Pennsylvania.

Call to Order

Board Chairman called the meeting to order at 5:34 p.m. An invocation was given and the Board recited the Pledge of Allegiance.

Roll Call

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

Reading of Cooperative’s Mission Statement

The Cooperative’s President & CEO read aloud the Cooperative’s Mission Statement.

Approval of Minutes

A motion was made and seconded to approve the minutes of the April 27, 2021 regular board meeting. Motion carried.

Additions to Agenda

Executive Session

A motion was made and seconded to approve the Agenda as amended. Motion carried.

Executive Session

Board Chairman called for an Executive Session at 5:35 p.m..

A motion was made and seconded to go into Executive Session. Motion carried.

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

Executive Session ended at 6:26 p.m.

A motion was made and seconded to approve the subject discussed in the Executive Session. Motion carried.

New Business

Policies D-21, D-30, D-38, D-47 and G-3

A motion was made and seconded to approve all Policies as presented. Motion carried.

Reversal of emergency By-laws & Policies

The Cooperative's President & CEO reviewed Policy B-11, C-13 and By-law Article IV.

A motion was made and seconded to approve reversing Policies B-11, C-13 and By-law Article IV. Motion carried.

Escheats Committee

A Board of Director reviewed what was discussed at the last Escheats Committee meeting. Two projects were reviewed. The first was a request for a scoreboard at a baseball field in a local School District. The other was a request from a local fire department for new appliances for a kitchen remodel. The motion for the scoreboard stalled. The motion for the fire companies' request was made and discussion was held. Board of Directors debated this at length.

A motion was made and seconded to approve giving half the amount a local fire company requested. Ballot voting was held with results being five "yes" and four "no". Motion carried.

Policies & Procedures

The Cooperative's President & CEO spoke about revising the guidelines for Escheats funds. He suggested getting employees involved to evaluate requests from organizations. The organization wouldn't be named and they would be graded with a points system. More details will be discussed and the staff will present their ideas to the Board.

Board Chairman declared a brief break at 7:11 p.m. The meeting reconvened at 7:26 p.m.

Building Committee Report

A Board of Director spoke about the ideas discussed at the Building Committee meeting on April 29th. The server room will receive a security upgrade, along with the SCADA room. More secure doors and glass block windows will be installed. The Boardroom will be combined with the neighboring room to provide more space. At the Indiana office, the township sewage expansion project has been delayed again.

Strategic Planning

The Cooperative's President & CEO told the Directors, the afternoon of the second day of the Strategic Planning meeting will be for only Board of Directors. He provided a copy of the Strategic Planning Session booklet to all Directors.

Guest Speaker for Annual Meeting

The Cooperative's President & CEO told the Board that PREA isn't sending any of their employees to be Guest Speakers to Annual Meetings due to Covid-19. There will be no Guest Speaker this year. By June or July, a decision needs to be made whether to have the Annual Meeting online only or have a combination of an in-person and online meeting. He will keep the Board posted.

Legal Update

The Cooperative's attorney updated the Board on a Right-of-Way case involving alleged property damage. We have been found not liable. He is now working on a matter with a member who wants to write their own Right-of-Way agreement. He answered some questions from the Board.

President & CEO Report

The Cooperative's President & CEO spoke about a break-in to the sheds just outside the pole yard at the Indiana office. There are two sheds that belong to PREA. Thankfully, only a drill set was stolen. Locks have been replaced and lights have been installed on those sheds.

There will be a Credentials and Elections Committee meeting on June 22nd. There are two candidates, one for each District. The last day for members to submit and request to run for their District is June 18th.

The Cooperative received an invoice from DCNR for a field fire. There were two insulators on our lines that broke and caused a fire. Three fire companies responded. The invoice was paid.

The Cooperative's President & CEO is working with employees to create a security policy for those who work alone. He will provide more details as they develop. Thirty percent of Cooperative employees have been vaccinated against Covid-19. Lastly, there have been three price increases on Marathon water heaters. The water heater program will be evaluated to see if it is still a benefit to the Cooperative.

Continuing Business

Secretary/Treasurer Report

The Secretary/Treasurer's Report was reviewed.

Memberships

A motion was made and seconded to accept 67 new members for the month of April 2021. Motion carried.

Reports

The Board heard and discussed various business and activity reports.

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

Miscellaneous

The following were reviewed by the Board of Directors: Allegheny Patronage Capital letter

Adjourn

A motion was made and seconded to adjourn the meeting. Motion carried. Board Chairman adjourned the meeting at 7:50 p.m.

REA ENERGY COOPERATIVE, INC.
SUMMARY of MINUTES OF REGULAR BOARD MEETING
June 29, 2021

The regular meeting of the Board of Directors of REA Energy Cooperative, Inc. (the “Cooperative”) was held Tuesday, June 29, 2021. The meeting was held at the Cooperative’s headquarters in the Team Building Room located at 75 Airport Rd, Indiana, Pennsylvania.

Call to Order

Board Chairman called the meeting to order at 5:27 p.m. An invocation was given and the Board recited the Pledge of Allegiance.

Roll Call

Board of Directors were present, including the Cooperative’s President & CEO, the Cooperative’s attorney, Accounting and Finance Manager and Executive Assistant.

Reading of Rochdale Principle #1

The Cooperative’s President & CEO read aloud Rochdale Principle #1.

Approval of Minutes

A motion was made and seconded to approve the minutes of the May 25, 2021 regular board meeting. Motion carried.

Additions to Agenda

There were no additions to the Agenda.

Special Presentation

Form 990

The Accounting & Finance Manager gave an overview of the Form 990. She presented a summary of the form. She reviewed things such as the mission statement, revenue, expenses and net assets and answered a few questions from Directors.

A motion was made and seconded to accept the Form 990 as presented. Motion carried.

One Card

The Cooperative’s President & CEO and Accounting & Finance Manager told the Board about new company credit cards. One Card has a more user-friendly system which allows more administrative control and online statements for easier reconciliation. The Accounting & Finance Manager answered some questions from the Board.

A motion was made and seconded to approve the new credit card company. Motion carried.

The Accounting & Finance Manager was dismissed from the meeting at 5:47 p.m.

New Business

District Elections Update

The Cooperative's President & CEO announced that there were no other candidates for District 5 nor District 6, therefore, there is no election. The Credentials and Elections Committee approved the current Directors for District 5 and District 6 for another term as Board of Directors of the Cooperative.

Annual Meeting

Discussion was held on whether to have this year's Annual Meeting again online only or to have an in-person meeting as well as virtual. It was determined in the best interest of everyone's safety, this year's Annual Meeting will be a virtual meeting only.

A motion was made and seconded to hold the Annual Meeting virtually only. Motion carried.

Side-by-side

The Cooperative's President & CEO spoke about the three side-by-sides at the Cooperative and how they are used by the linemen. One of the side-by-sides needs repaired but it will be too costly. The Cooperative's President & CEO told the Board there are additional funds available for equipment in the budget. He asked for approval to purchase a new side-by-side.

A motion was made and seconded to approve The Cooperative's President & CEO purchasing a new side-by-side. Motion carried.

Legal Update

The Cooperative's Attorney is working on an agreement with an Internet Service Provider. He reviewed details and answered questions from Directors. The Cooperative's Attorney is also working on a Right-of-Way case. Lastly, he spoke about writing a COVID release form to be signed by employees. It will be used to have employees acknowledge they were notified of vaccinations and that COVID-19 is still a threat.

President & CEO Report

The Cooperative's President & CEO told the Board the sewage project at the Indiana office will start at the end of 2021. The Cooperative's President & CEO is monitoring the lobby at the cooperative offices. The foot traffic is down and he is looking into possibly upgrading the drive thru.

The Cooperative's President & CEO spoke about recent advertising for linemen

positions. No resumes were received even with a sign-on bonus and paid moving expenses offered. He announced two linemen are moving onto new jobs with PREA.

Healthcare bids are coming soon. There may be a big jump in costs and the Co-op may change healthcare coverage. Bids for the boardroom renovations should be available in the next couple of weeks. The Cooperative's President & CEO is finishing his Project Management courses in the next couple of weeks.

Continuing Business

Secretary/Treasurer Report

The Secretary/Treasurer's Report was reviewed.

Memberships

A motion was made and seconded to accept 61 new members for the month of May 2021. Motion carried.

Strategic Plan Update

The Cooperative's President & CEO spoke about the feedback he received about the Strategic Planning session. There were a lot of positive comments. He asked the Board to review the information in the report.

Broadband Update

The Cooperative's Attorney and The Cooperative's President & CEO will work on Broadband projects. They will also look into grant money that may be available. Discussion followed and the Cooperative's President & CEO answered questions from the Board.

Reports

The Board heard and discussed various business and activity reports.

A motion was made and seconded to approve the Summary minutes of the April 27, 2021 regular 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: Youth Tour scholarship – Thank you notes

Adjourn

A motion was made and seconded to adjourn the meeting. Motion carried. Board Chairman adjourned the meeting at 6:38 p.m.

REA ENERGY COOPERATIVE, INC.
SUMMARY MINUTES OF REGULAR BOARD MEETING
July 27, 2021

The regular meeting of the Board of Directors of REA Energy Cooperative, Inc. (the “Cooperative”) was held Tuesday, July 27, 2021, immediately following the REA Energy Services regular Board Meeting. The meeting was held at the Cooperative’s headquarters in the Team Building Room located at 75 Airport Rd, Indiana, Pennsylvania.

Call to Order

Board Chairman called the meeting to order at 5:28 p.m. An invocation was given and the Board recited the Pledge of Allegiance.

Roll Call

Board of Directors were present, including the Cooperative’s President & CEO, the Cooperative’s attorney, Safety and Right of Way Manager and Executive Assistant.

Reading of Cooperative’s Rochdale Principle #2

The Cooperative’s President & CEO read aloud Rochdale Principle #2.

Approval of Minutes

A motion was made and seconded to approve the minutes of the June 29, 2021 regular Board meeting. Motion carried.

Additions to Agenda

There were no additions to the Agenda.

Special Presentations

Safety Update

The Cooperative’s Safety & Right of Way Manager gave a recap of how REA Energy is performing with safety measures, reviewed the safety culture and what plans are in place to improve safe practices. He provided graphs that show safety and financial impact statistics from the last five years. He spoke about new accountability procedures, incident reviews and getting employees more involved with safety. He answered questions from the Board. The Safety & Right of Way Manager was dismissed from the meeting at 6:24 p.m.

Executive Session

Board Chairman called for an Executive Session at 6:24 p.m.

A motion was made and seconded to go into Executive Session. Motion carried.

A motion was made and seconded to adjourn the Executive Session. Motion carried. Executive Session ended at 6:47 p.m.

New Business

Annual Meeting Review

The Cooperative's President & CEO spoke about preparations for this year's Annual Meeting. There was no election due to no new candidates for Districts 5 and 6. He asked the Board if they have any suggestions on presentations for the meeting to let him know.

Board Room Remodel

The Cooperative's President & CEO announced remodeling of the Server room and SCADA room has started. King Construction is the contractor. They also won the bid to remodel the Board room.

Legal Update

The Cooperative's Attorney spoke about a Right of Way case and detailed the dates of events. He sent a Dragonetti letter and set of preliminary objections. A hearing will be scheduled in the fall. The Attorney answered questions from the Board.

Board Chairman declared a brief break at 6:57 p.m. The meeting reconvened at 7:10 p.m.

President & CEO Report

The Cooperative's President & CEO spoke about delays in getting supplies for the line department just as in the Services department due to supply chain issues. He spoke about a recent hack and ransomware of seven servers with SEDC. The Cooperative's server was not attacked. SEDC notified REA Energy of a necessary upgrade. The Cooperative took a second upgrade as well. The Cooperative will perform a penetration test to see how our security system is performing. He plans to ask vendors for their penetration test results as well. Discussion continued about suspicious e-mails. A review of how to identify phishing e-mails was presented to the Board.

Continuing Business

Memberships

A motion was made and seconded to accept 83 new members for the month of June 2021. Motion carried.

Secretary/Treasurer Report

The Secretary/Treasurer's Report was presented and reviewed.

PREA Board Meeting Report

Topics discussed at the last PREA meeting were presented and reviewed by the Board

Allegheny Board Meeting Report

Discussions and topics presented at the last Allegheny Board meeting were reviewed by the Board.

Reports

The Board heard and discussed various business and activity reports.

A motion was made and seconded to approve the Summary minutes of May 25, 2021 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:

Thank you letter from a member
NRTC Patronage letter

Adjourn

A motion was made and seconded to adjourn the meeting. Motion carried. Board Chairman adjourned the meeting at 7:48 p.m.

REA ENERGY COOPERATIVE, INC.
SUMMARY MINUTES OF REGULAR BOARD MEETING
August 24, 2021

The regular meeting of the Board of Directors of REA Energy Cooperative, Inc. (the “Cooperative”) was held Tuesday, August 24, 2021, in the Team Building room of the Cooperative’s headquarters office located at 75 Airport Rd, Indiana, Pennsylvania.

Call to Order

Board Chairman called the meeting to order at 5:15 p.m. An invocation was given and the Board recited the Pledge of Allegiance.

Roll Call

Board of Directors were present, including the Cooperative’s President & CEO, attorney, Financial Analyst and Executive Assistant.

Reading of Rochdale Principle#3

The Cooperative’s President & CEO read aloud the Rochdale Principle #3.

Approval of Minutes

A motion was made and seconded to approve the minutes of the July 27, 2021 regular board meeting. Motion carried.

Additions to Agenda

There were no additions to the Agenda.

Executive Session

Board Chairman called for an Executive Session at 5:16 p.m.

A motion was made and seconded to go into Executive Session. Motion carried. Financial Analyst was dismissed from the meeting at 6:52 p.m.

A motion was made and seconded to adjourn the Executive Session. Motion carried. Executive Session ended at 6:57 p.m.

New Business

Annual Meeting Preparation Date

The Cooperative’s President & CEO spoke about the Annual Meeting and preparation for the meeting on Thursday, September 16th.

Compensation Committee Date

The Cooperative’s President & CEO spoke about the annual presentation by the

Executive Committee on compensation of the Board and employees. A salary study is done and discussion is held on standards and possible salary adjustments.

Policy Committee Date

A Board of Director reminded the Board if there are any policies they would like reviewed or suggestions on policy changes, Directors are to contact any member of the Policy Committee. The next Policy Committee meeting will be held in September. Date yet to be determined.

September Board Meeting

Due to schedule conflicts, the Cooperative's President & CEO requested the September Board Meeting be moved from Tuesday, September 28th to Tuesday, September 21st.

A motion was made and seconded to move September's Board Meeting to Tuesday, September 21st. Motion carried.

Treasury Borrowing

The Cooperative's President & CEO spoke about Capital Credits. He presented the amount of money to be allocated and spoke about low interest rates currently available for loans. He answered questions from the Board.

A motion was made and seconded to table Capital Credit allocation until the next Board meeting. Motion carried.

A motion was made and seconded to give the Cooperative's President & CEO approval to borrow \$4.5 million dollars. Motion carried.

CFC Director

The Cooperative's President & CEO provided candidate profiles for CFC Director.

A motion was made and seconded to approve voting for candidate Thomas Bailey for District 1 CFC Director and Barbara Hampton for At-Large Director candidate. Motion carried.

KRTA

The Cooperative's President & CEO shared KRTA reports with the Board of Directors.

Pre-approve next year's trucks

The Cooperative's President & CEO told the Board a Budget presentation will be given at October's Board Meeting. Three truck vendors are experiencing delays in supplies and manufacturing due to Covid, truck orders for 2022 need submitted earlier than normal. The Cooperative's President & CEO asked the Board for approval to send out bids early.

A motion was made and seconded to give pre-approval of truck orders for the line crew. Motion carried.

Internal Training for Board

The Cooperative's President & CEO will send an invitation to determine dates for trainings. He wants to take Directors to Eaton for a tour, but that facility is still closed. Tours of the Cooperative's substations and facilities will be given. Also, Boardable training and harassment training will take place soon.

Legal Update

The Cooperative's Attorney worked on a Right-of-Way matter. The case was withdrawn. He continues to work on reviewing Broadband contracts.

Board Chairman declared a brief break at 7:25 p.m. The meeting reconvened at 7:36 p.m.

President & CEO Report

The Cooperative's President & CEO told the Board there will be an arch flash study done at the Cooperative. He spoke about the delay in fiberglass coverings. The Cooperative has increased inventory to try to prepare for more delays in the supply chain.

He gave an update on outages due to recent storms. In addition, our power supplier has been the cause of a lot of outages. They have shut off half the county for maintenance. Calls have been made to our power supplier as well as Allegheny to try to address the problem.

Employee Day will be Thursday, September 9th. The High Voltage Demonstration will be given at the Indiana County Fair this year. An update on remodeling work at the Indiana office was also given.

The Cooperative's President & CEO announced the resignation of one of the Cooperative's Staking Engineer. He is looking to change one of the Staking Engineer positions to a supervisory position.

A motion was made and seconded to approve changing a Staking Engineer position to Supervisor of Staking Engineers. Motion carried.

Discussion continued on filling vacant job positions. New employees will be required to have the Covid-19 vaccination. Discussion was also held on requirements of current employees and the Covid-19 vaccination. The President & CEO answered questions from the Board.

Continuing Business

Memberships

A motion was made and seconded to accept 85 new members for the month of July 2021. Motion carried.

Secretary/Treasurer Report

The Secretary/Treasurer's Report was reviewed.

Facilities Update & Status

As part of a disaster recovery plan, the back dock at the Ebensburg office will be changed to accommodate large trucks for deliveries. This work is scheduled to be completed by the end of 2021. The President & CEO answered a few questions from the Board.

Reports

The Board heard and discussed various business and activity reports.

A motion was made and seconded to approve the Summary minutes of June 29, 2021 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:

Thank you note from member

NRECA letter

Thank you from Ox Hill Fair

Adjourn

A motion was made and seconded to adjourn the meeting. Motion carried. Board Chairman adjourned the meeting at 8:01 p.m.

REA ENERGY COOPERATIVE, INC.
SUMMARY MINUTES OF REGULAR BOARD MEETING
September 21, 2021

The regular meeting of the Board of Directors of REA Energy Cooperative, Inc. (the “Cooperative”) was held Tuesday, September 21, 2021. The meeting was held via Zoom. A few employees and two Directors attended in-person in the Team Building room at the Cooperative’s headquarters office located at 75 Airport Road in Indiana, Pennsylvania.

Call to Order

Board Chairman called the meeting to order at 5:27 p.m. A Director gave an invocation and led the Board in the Pledge of Allegiance.

Roll Call

All Board of Directors were present, attending virtually, including the Cooperative’s President & CEO, the Cooperative’s attorney, Network and Systems Manager and Executive Assistant.

Reading of Rochdale Principle #4

The Cooperative’s President & CEO read aloud Rochdale Principle #4.

Approval of Minutes

A motion was made and seconded to approve the minutes of the August 24, 2021 regular Board meeting. Motion carried.

Additions to Agenda

There were no additions to the Agenda.

Special Presentations

IT Update – Proposed System Migration

The Network and Systems Manager gave an overview of the current SEDC system used at the Cooperative. He spoke about the various programs from UPN, Futura, Milsoft and Eaton Yukon. He reviewed the issues the Cooperative has had in the past and currently.

An example of a proposed new operating system called NISC was presented. Costs in a financial breakdown were reviewed. The Network and Systems Manager answered questions from the Board.

A motion was made and seconded to approve transitioning to NISC and leave SEDC. Motion carried.

The Network and Systems Manager was dismissed from the meeting at 6:12 p.m.

New Business

Board Committees

The Board Chairman presented the current standing Committees. He asked the Board of Directors to volunteer for the 2022 Committees.

A motion was made and seconded to accept the standing Committees. Motion carried.

Policy Committee Update

Topics discussed at the last Policy Committee meeting were reviewed. A representative from PREA gave a presentation and shared good ideas dealing with Escheats funds. He answered questions from the Directors. A draft copy of Policy C-32 was given to the Board. One Director asked the Board to review the proposed Policy C-32. The Board was reminded to look over existing policies and give questions or suggestions to any Policy Committee member.

Policy D-21 was also reviewed. The wording in the policy was revised to include “reasonable basis” if an employee’s vehicle would need searched.

A motion was made and seconded to accept the new language in Policy D-21. Motion carried.

Thanksgiving Choice

An e-mail will be sent to all Directors and choices are to be submitted by October 1st.

ACRE Enrollment

The Cooperative’s President & CEO spoke about the work ACRE does in politics in support of Cooperatives. He answered questions.

Legal Update

The Cooperative’s attorney announced a Right of Way case has been resolved and withdrawn. Another Right of Way case will be argued in court in October. He recommended having policies reviewed by him with any legal questions before final voted by the Board.

President & CEO Report

The Cooperative’s President & CEO told the Board that Manager groups have decided to have all Section Meetings be virtual meetings. Speakers are also asking to have presentations be virtual instead of in-person. Compliments were received on this year’s Annual Meeting. There were 397 members registered with 297 members were able to attend.

The Cooperative’s President & CEO announced the new Altec truck won’t be delivered until February 2022. Healthcare negotiations are underway. The High Voltage Demo got many compliments. The Cooperative’s President & CEO spoke highly of the linemen who put the

presentation together and presented the demonstration at the Indiana County Fair and Cookport Fair. He would also like to have the presentation given to Emergency Services personnel.

The Cooperative's President & CEO gave an update on Covid cases at the Cooperative. He spoke about Employee Day at the Indiana office. He also talked about open positions at the Cooperative. He announced a new engineer has been hired. After talking with the Union Stewards, the Truck Driver and Digger Operator position has been withdrawn. The Groundman position remains available. He answered questions from the Board.

Continuing Business

Memberships

A motion was made and seconded to accept 85 new members for the month of August 2021. Motion carried.

Secretary/Treasurer Report

The Secretary and Treasurer's Report was reviewed.

Annual Meeting Follow-up

The Cooperative's President & CEO again mentioned the Annual Meeting was a success and well-received. He asked for feedback from the Board and any suggestions for next year's Annual Meeting.

Co-Op Month gift

The Cooperative's President & CEO said during the month of October, members who stop by the office can sign up to be entered into a drawing for a door prize for Co-Op Month.

Reports

The Board heard and discussed various business and activity reports.

A motion was made and seconded to approve the Summary minutes of July 27, 2021 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:

Watts New Newsletter

Fair Thank You

Thank you email from Member

Adjourn

A motion was made and seconded to adjourn the meeting. Motion carried. Board Chairman adjourned the meeting at 6:52 p.m.

REA ENERGY COOPERATIVE, INC.
SUMMARY MINUTES OF REGULAR BOARD MEETING
October 26, 2021

The regular meeting of the Board of Directors of REA Energy Cooperative, Inc. (the “Cooperative”) was held Tuesday, October 26, 2021, in the Board room of the Cooperative’s headquarters office located at 75 Airport Road in Indiana, Pennsylvania.

Call to Order

Board Chairman called the meeting to order at 5:09 p.m. A Director gave the invocation and led the Board in the Pledge of Allegiance.

Roll Call

All Board of Directors were present, attending virtually, including the Cooperative’s President & CEO, Attorney, Financial Analyst, HR Administrator and Executive Assistant.

Reading of Rochdale Principle #5

The Cooperative’s President & CEO read aloud the Rochdale Principle #5.

Approval of Minutes

A motion was made and seconded to approve the minutes of the September 21, 2021 regular board meeting. Motion carried.

Additions to Agenda

There were no additions to the Agenda.

Special Presentation

Draft Budget

The Cooperative’s Financial Analyst reviewed the 2021 Projected Budget and the proposed 2022 Budget. He spoke about Tier, Income statement and cash flow. He answered questions from the Board of Directors. More details will be covered at the November Board Meeting. Directors were asked if they have any other questions about the Budget to contact the Cooperative’s President & CEO or Financial Analyst.

Capital Credit Scenario

The Cooperative’s President & CEO spoke about possible scenarios to pay Capital Credits. Three scenarios were reviewed. Models for a forty-, thirty-five- or thirty-year Capital Credit cycling along with the impact on KRTAs were given. The Cooperative’s Financial Analyst answered a few questions.

The Cooperative’s President & CEO talked about past years and the current 40-year cycle the Coop is using. He also explained Tier, cash flow, loans and equity. He spoke about upcoming projects and the need to pay Capital Credits from 1981. The decision to stay on a 40-year cycle or not will be discussed further at future Board Meetings.

A motion was made and seconded to continue the 40-year cycle and proceed with payments of Capital Credits from 1981. Motion carried.

The Cooperative's Financial Analyst was dismissed from the meeting at 5:59 p.m.

Compensation Committee Report

The Cooperative's HR Administrator spoke about the process of employee compensation at the Cooperative and using data from NRECA's nationwide average of job categories. She said there are no new job positions for 2022. There have been open positions due to resignations and retirements. She presented the current payroll and the proposed payroll for 2022. The Compensation Committee made a motion to approve a three percent payroll increase, along with performance and storm work bonuses. The Committee also seconded that motion and asked for a vote by the Board of Directors. All Board of Directors voted yes. The motion was carried.

The Cooperative's HR Administrator was dismissed at 6:04 p.m.

Executive Session

The Board Chairman called for an Executive Session at 6:05 p.m.

A motion was made and seconded to go into Executive Session. Motion carried.

The Cooperative's Attorney and Executive Assistant were excused from the meeting at 6:05 p.m.

A motion was made and seconded to adjourn the Executive Session. Motion carried. Executive Session ended at 7:11 p.m.

The Cooperative's Attorney and Executive Assistant returned to the meeting at 7:11 p.m.

A motion was made and seconded to approve compensation of the Board of Directors as discussed. Motion carried.

A motion was made and seconded to approve the compensation of the Cooperative's President & CEO as discussed. Motion carried.

Board Chairman declared a brief break at 6:05 p.m. The meeting reconvened at 7:20 p.m.

New Business

Truck Bid

The Cooperative's President & CEO presented the information from bids received for a new Bucket truck and Digger truck. Versalift won both bids. He spoke about how trucks are

outfitted by an after-market outfitter, which saves money. He answered a few questions from the Board.

ROW Bid

The Cooperative's President & CEO presented the bid amounts from various companies for the 2-Year Right-of-Way contract. Penn Lines won the bid.

A motion was made and seconded to approve Penn Lines as the Cooperative's Right-of-Way contractor. Motion carried.

2022 Annual Meeting Date

Discussion was held on the date for the Cooperative's 2022 Annual Meeting. A date will be set soon.

Staffing & Organization Changes

The Cooperative's President & CEO announced a new staking engineer has been hired, a current engineer has been promoted to a the Senior Staker and a new engineer has also been hired. Three employees have announced their retirement by the end of the year. The Operations Assistant and Marketing Specialist positions are open. Interviews were held for Groundhands. Two linemen apprentices will be graduating from the apprentice program in 2022. The Cooperative's President & CEO answered questions about the apprentice program.

PREA / AEC Winter Meeting format

The Cooperative's President & CEO talked about the next PREA and AEC Winter Meeting. There will be in-person attendance November 8th through the 10th. On November 17th, the Winter Meeting will be a virtual meeting. The Boardroom at the Cooperative's Indiana office will be made available for Directors who would like to attend and have poor internet service at home. More details to be e-mailed later.

Wreaths for Indiana County Veterans

Board Chairman spoke about this annual event. Last year the Cooperative donated \$300. A motion was made and seconded to donate \$300 to the Indiana County Veterans Committee for their Wreath for Veterans program. Motion carried.

Christmas Choice

Board Chairman reminded the Directors to turn in their Christmas Choice form by the end of the Board meeting.

Legal Update

The Cooperative's Attorney attended a hearing in Westmoreland County for a Right-of-Way case. He spoke with the member's lawyer. The judge in this case deferred opinion and gave 60 days to work on a resolution. The Cooperative's Attorney is also working on a Right-of-Way issue involving a lumber company. He will keep the Board of Directors and the Cooperative's President & CEO informed.

President & CEO Report

The Cooperative's President & CEO announced the Cooperative has earned 5-star status with NRECA's Co-Ops Vote program.

He spoke about a new product called Stinger that is applied to switches on our lines and at substations. When a switch has ceased up, this lubricant can be sprayed on the equipment and after an hour or so the switch is loose and working normally. The cost of this lubricant and the spray gun is much less than the cost to change out switches. Purchasing will move forward with ordering this product.

Lastly, he told the Board that Capital Credits given three years ago will be posted on our website instead of being publishing in PennLines magazine. Members can also call the office if they have questions. He answered questions from the Board.

Continuing Business

Memberships

A motion was made and seconded to accept 61 new members for the month of September 2021. Motion carried.

Secretary/Treasurer Report

The Secretary/Treasurer's Report was reviewed.

Committees 2022

Board Chairman provided a copy of the 2022 Committees for all Directors.

Reports

The Board heard and discussed various business and activity reports.

A motion was made and seconded to approve the Summary minutes of August 24, 2021 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:

NRECA letter to Secretary Granholm

Electric Research & Manufacturing Coop – Capital Credit Certificate Thank you letter

Adjourn

A motion was made and seconded to adjourn the meeting. Motion carried. Board Chairman adjourned the meeting at 8:03 p.m.

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

The regular meeting of the Board of Directors of REA Energy Cooperative, Inc. (the “Cooperative”) was held Tuesday, November 23, 2021, via teleconference and via Zoom. A few employees and Directors attended in-person in the Boardroom at the Cooperative’s headquarters office located at 75 Airport Road in Indiana, Pennsylvania.

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

All Board of Directors were present, attending virtually, including the Cooperative’s President & CEO, Attorney, Financial Analyst and Executive Assistant.

Reading of Rochdale Principle

The Cooperative’s President & CEO read aloud number six of the Rochdale Principles.

Approval of Minutes

A motion was made and seconded to approve the minutes of the October 26, 2021 regular board meeting. Motion carried.

Additions to Agenda

There were no additions to the Agenda.

Special Presentations

2022 Budget

The Cooperative’s Financial Analyst presented the budget and projected items in the Income Statement. He explained the fees related to NISC and SEDC. He also spoke about the Balance Sheet, margins, assets, capital items and cash flow. He answered questions from the Board of Directors.

A motion was made and seconded to accept the budget as presented. Motion carried. The Cooperative’s Financial Analyst was dismissed from the meeting at 5:59 p.m.

Legal Update

The Cooperative’s Attorney told the Board about a Right-of-Way case at the Westmoreland County Courthouse. Work continues to try to resolve this matter. He also updated the Board on another Right-of-Way issue. He has not heard back from the member’s lawyer yet. He explained the fees involved with condemnations. The Cooperative’s Attorney will keep the Board informed on these matters. He answered a few questions from the Board.

New Business

Christmas Greeting

The Christmas greeting was reviewed by the Board of Directors.

A motion was made and seconded to approve the Christmas greeting. Motion carried.

BWB Auditors

The Cooperative's President & CEO told the Board that the Cooperative has kept BWB auditors for five years. The Cooperative's Financial Analyst and Accounting Supervisor asked to keep them on for one more year.

A motion was made and seconded to approve BWB Auditors for another year. Motion carried.

2022 Area Meeting

The Cooperative's President & CEO told the Board the Area Meetings will take place in March, but with the increase in Covid cases, it may not be a good idea to have in-person meetings. He said a decision whether or not to have Area Meetings in 2022 needs to be made by next month's Board Meeting.

2022 Annual Meeting Date

The Cooperative's President & CEO asked the Board of Directors for a date in September to hold the Annual Meeting. They discussed schedules and the possibility of having the meeting earlier. Also, there will be no guest speaker at the meeting.

A motion was made and seconded to schedule the 2022 Annual Meeting for Thursday, September 15th. Motion carried.

Pandemic Update

The Cooperative's President & CEO told the Board that 58% of Cooperative employees have been vaccinated. With the increase in cases, he is looking to limit lobby hours. He also said there will not be a traditional Christmas lunch as there has been in the past.

President & CEO Report

The Cooperative's President & CEO announced upcoming retirements. He also announced the hiring of the new Marketing Specialist and Groundmen.

With projections of area coal powerplants closing by 2028, there will be big impacts on local jobs. In addition, the cost of power the Cooperative purchases will likely increase. The Cooperative's President & CEO would like to share information with members on why their electric bill will go up. He wants to explain the costs that come from Generation, Transmission and Distribution.

The Cooperative's President & CEO gave an update on Broadband and there may be some financial assistance from the state. That amount is currently unknown. He is also consulting with another Broadband company for assistance. He answered a few questions from the Board.

Continuing Business

Memberships

A motion was made and seconded to accept 63 new members for the month of October 2021. Motion carried.

Secretary/Treasurer Report

The Secretary/Treasurer's Report was reviewed. There were no questions from the Board.

PREA Board Meeting Report

A Board of Director spoke about the PREA Board Meeting. The 2022/2023 Budget for PREA was approved. Due to less travel, there is more in the budget. Also, more funds are available for LIHEAP due to carry over from last year. He gave an update on ACRE, CCD courses and Board Leadership courses. Lastly, it was decided that Pennsylvania will not participate in Youth Tour 2022.

Allegheny Board Meeting Report

Another Board of Director attended the Allegheny Board Meeting on November 10th. There was discussion on rates. Although this year's rates have stayed the same, there will likely be an increase in transmission rates in one to two years. Natural gas rates are also increasing. He spoke about Capital Credits the Cooperative will receive from Allegheny, nuclear decommission funds and announced the same officers from last year were kept on the Board for Allegheny.

December Board Meeting

The Chairman of the Board asked to move the Board Meeting in December. Discussion followed.

A motion was made and seconded to move December's Board Meeting from December 28th to December 14th. Motion carried.

PREA/AEC Winter Meeting & Harassment Training

The Cooperative's President & CEO will schedule a day to attend PREA's Winter Meeting and Harassment Training. The Winter Meeting is recorded and will only be available until February. At December's Board Meeting, a date will be set for Directors to attend the meeting and training session.

Reports

The Board heard and discussed various business and activity reports.

A motion was made and seconded to approve the Summary minutes of September 21, 2021 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:

Penn Lines – December 2021

Co-Ops Vote 5-Star status

Adjourn

A motion was made and seconded to adjourn the meeting. Motion carried. Board Chairman adjourned the meeting at 6:57 p.m.

REA ENERGY COOPERATIVE, INC.
SUMMARY of MINUTES OF REGULAR BOARD MEETING
December 14, 2021

The regular meeting of the Board of Directors of REA Energy Cooperative, Inc. (the “Cooperative”) was held Tuesday, December 14, 2021, via teleconference and via Zoom, immediately following the REA Energy Services regular Board Meeting. A few employees and two Directors attended in-person in the Boardroom at the Cooperative’s headquarters office located at 75 Airport Road in Indiana, Pennsylvania.

Call to Order

Board Chairman called the meeting to order at 5:30 p.m.

Roll Call

All Board of Directors were present, attending virtually, including the Cooperative’s President & CEO, Attorney, IT Supervisor, Reliability Supervisor, Substation/Electronic Technician and Executive Assistant.

Reading of Rochdale Principles

The Cooperative’s President & CEO read aloud number seven of the Rochdale Principles.

Approval of Minutes

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

Additions to Agenda

One Director asked to have a short discussion on Zoom meetings.

The IT Supervisor was dismissed from the meeting at 5:33 p.m.

Special Presentations

Recent Transmission Challenges

The Cooperative’s Reliability Supervisor and Substation/Electronic Technician gave a presentation on Generation, Transmission and Distribution. Diagrams and maps were shown to explain the layout of the transmission and distribution systems. The difference between REA Energy and Investor-Owned Utilities (IOUs) was discussed along with outage data from the past year. The process of reporting troubles to our power supplier was reviewed. When possible, the Cooperative will backfeed substations to restore power more quickly. This can turn what would be a 12-hour outage into a 4-hour outage.

The Reliability Supervisor and Substation/Electronic Technician told the Board the IOUs are having the same troubles with less employees, supply chain issues and an aging electric grid system. With all these issues there are likely to be more outages. Questions from Board of Directors were answered by management.

The Cooperative's Reliability Supervisor and Substation/Electronic Technician were dismissed from the meeting at 6:27 p.m.

Legal Update

The Cooperative's Attorney gave an update on a Right-of-Way case and he will finalize documents later this week. Another Right-of-Way case is still in progress. He will keep the President & CEO and the Board informed. Lastly, the Cooperative's Attorney spoke about an agreement proposal about Broadband he has been working on. More information will be given as soon as it is available.

President & CEO Report

The Cooperative's President & CEO announced the hiring of two new employees with the announcement of six retirements. Vacant positions in Purchasing and Engineering has been posted. He also announced the Cooperative's Network and Systems Manager earned a certification in cyber security.

The Cooperative's President & CEO spoke about an incident during last weekend's outages. He answered a few questions from the Board.

New Business

CFC Training Date(s)

A representative from CFC will give a Capital Credits presentation in the conference room at the Hilton Garden Inn in Indiana on February 15th. The start time will be verified, and Board of Directors will be notified.

Power Exchange and Tech Advantage

The Cooperative's President & CEO told the Board that NRECA's Annual Meeting, training and Tech Advantage is scheduled for March 4th to the 9th, in Nashville, Tennessee. An attendance request was sent to all Directors.

Coal Run Escheats Funding

The Cooperative's President & CEO spoke about the change to the Coal Run Escheats funding request. Due to rising prices, the fire department asked for additional funds. They also made a few changes and asked for approval on that. Discussion followed, with questions asked about the project.

A motion was made and seconded to approve the requested increased amount. All but two Directors approved the motion. Motion carried.

Youth Tour Alternative

The Youth Tour has been cancelled again this year. Last year scholarships were awarded to nine students. The Cooperative's President & CEO proposed the same amount be given this year. Directors asked some questions.

A motion was made and seconded to approve a Youth Tour Scholarship for 2022, with moneys awarded the Senior year of the chosen students. Motion carried.

Bad Debt Write-Offs

The Cooperative's President & CEO explained Bad Debt Write-offs. He credited the Billing department's hard work to keep bad debt amounts low by notifying members and working with them on bill payments.

A motion was made and seconded to accept the Bad Debt Write-offs. Motion carried.

Zoom meetings

One Director asked how many Board meetings can be attended via Zoom by a Director in a year. It was determined, Directors can attend an in-person Board meeting via Zoom twice a year. Board Meetings that are only held via Zoom do not count.

Load Limiting Policy Review

The Cooperative's President & CEO reviewed the Load Limiting Policy and answered a few questions from the Board.

Continuing Business

Director AD&D

The Cooperative's President & CEO talked about Board Compensation and that some Directors asked about increasing AD&D. Current costs and coverage was presented. Discussion followed.

A motion was made and seconded to increase coverage amount with a cost of \$2.70 per month per director. Motion carried.

Memberships

A motion was made and seconded to accept 85 new members for the month of November 2021. Motion carried.

Secretary/Treasurer Report

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

Area Meetings

The Cooperative's President & CEO presented information of dates, location and costs for Area Meetings for Districts 7, 8 & 9. A decision is needed by January to have enough time to send notifications to members. All Directors but one agree that the Area Meetings should be cancelled for this year. The Cooperative will wait another year before having in-person Area Meetings.

A motion was made and seconded to cancel the 2022 Area Meetings. Motion carried.

PREA/Allegheny Winter Meeting & Training

The Cooperative's President & CEO asked the Board for a date when all were available to attend the 2-hour pre-recorded PREA & Allegheny Winter Meeting. He would also like the Board to complete harassment training after the Winter Meeting. The tentative date for the meeting and training is Wednesday, January 26. The training will be offered via Zoom or at the office.

Christmas Lunch change

The Cooperative's President & CEO told the Board about the change to this year's Christmas lunch.

Reports

The Board heard and discussed various business and activity reports.

A motion was made and seconded to approve the Summary minutes of October 26, 2021 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:

- Thank you card
- NRECA letter
- Thank you e-mail

Adjourn

A motion was made and seconded to adjourn the meeting. Motion carried. Board Chairman adjourned the meeting at 6:57 p.m.