

**WASHINGTON ELECTRIC COOPERATIVE, INC.**  
**REGULAR MEETING OF THE BOARD OF DIRECTORS**

**August 25, 2021**

The regular meeting of the Board of Directors, conducted in person and via video teleconference, was called to order at 4:06 p.m. by President Stephen Knowlton. The following Board members were in attendance:

Barry Bernstein	Roger Fox	Richard Rubin
Donald Douglas	Stephen Knowlton	Mary Just Skinner (joined 4:33 p.m.)
Steven Farnham	Anne Reed	

Director Jean Hamilton was absent. Also present were General Manager Patty Richards; Attorney Ron Shems of the law firm Tarrant, Gillies, Richardson, & Shems, the Cooperative's legal counsel; Director of Finance & Administration Larry Monserrate; Director of Engineering & Operations Dave Kresock; and Administrative Assistant Rosie Casciero. Director of Products & Services Bill Powell briefly attended via Zoom during the first part of the meeting. Director Barry Bernstein participated virtually via Zoom and left at 5:05 p.m. Director Mary Just Skinner participated virtually via Zoom and left at 6:14 p.m. CFC representative Jim Meiers participated virtually; he joined at 5:06 p.m. and left at 5:20 p.m.

**APPROVAL OF CONSENT AGENDA ITEMS**

The consent agenda included the minutes of the regular Board meeting held July 28, 2021.

*There being no comments or corrections, President Knowlton declared the minutes of the regular Board meeting held July 28, 2021, approved.*

**PRESIDENT'S REPORT**

President Knowlton welcomed WEC's new Director of Finance and Administration Larry Monserrate. General Manager Richards provided introductory remarks and a brief history of Mr. Monserrate's professional experience.

**EXECUTIVE SESSION**

The Board entered Executive Session at 4:11 p.m. to discuss the General Manager search.

The meeting reconvened in open session at 5:05 p.m.

**GOVERNANCE & STRATEGIC PLANNING**

National Rural Utilities Cooperative Finance Corporation (CFC) representative Jim Meiers updated the Board regarding the October Strategic Planning and Governance training. He clarified the timeline and daily agenda, and invited the Board to provide further ideas they may have for discussion during the three-day event. He reported a high response rate for the employee and Board survey, and noted key areas of interest synthesized from the survey results. He reiterated that the

Board and Management would create concrete strategic plans for WEC's operations and future, as well as clarifying its Mission Statement and vision.

### EXECUTIVE SESSION

The Board re-entered Executive Session at 5:23 p.m. to discuss employee compensation and the broadband deployment project status.

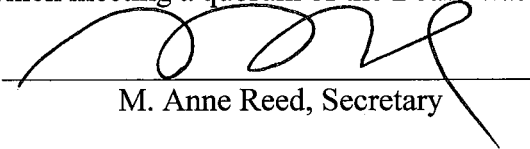
The meeting reconvened in open session at 6:18 p.m., at which time the following action taken in Executive Session was reported:

*On a motion by Director Douglas, seconded by Director Farnham, the Board voted without opposition to approve staff's recommended pay rate increases for both first class lineworkers and Foremen.*

There being no further essential business to discuss, the meeting was adjourned at 6:18 p.m.

M. Anne Reed, Secretary

The foregoing record of the minutes was duly accepted by the Board of Directors at a regular meeting held on September 29, 2021, at which meeting a quorum of the Board was present and voting.

  
M. Anne Reed, Secretary