

# MINUTES OF THE BOARD OF DIRECTORS OF JEFFERSON ENERGY COOPERATIVE

November 13, 2025

## CALL TO ORDER

The Board of Directors of Jefferson Energy Cooperative met at the Headquarters in Wrens, Georgia on Thursday, November 13, 2025, at 4:30 p.m. This was a Special Called Meeting for the annual review of the updated Wage & Salary Plan and 2026 Capital Budget. Mr. James L. Gay opened the meeting with prayer.

The following Directors were present:

Rhonda Daigs  
Mark D. Davis  
Tim Garrett  
James L. Gay  
Larry Hadden

Ophelia J. McCain  
Derek Partridge  
Tommy Phelps  
Joe Shurley

Also attending the meeting were James T. Jones, Attorney; and Wayne A. Gossage, President & CEO.

Kenneth L. Johnson, Vice President of Line Services; Kim Sharpe, Vice President of Corporate Services; Miranda Youngblood, Vice President of Energy Services; Geoff Potter, Vice President of Information Services; Cameron Marchant, Manager of Engineering Services; Elijah McCall, Manager of Operational Services; Gary Kitchens, Manager of Administration; and Martha Scott, Executive Assistant, joined the meeting following the Wage & Salary Plan presentation to present the proposed 2026 Capital Budget.

## EXECUTIVE SESSION

Executive Session was called to order at 4:35 p.m and the following items were discussed.

### 2026 Wage & Salary Plan

Mr. Gossage reported on the proposed Wage & Salary (W&S) Plan for 2026.

Mr. Gossage provided detailed presentation information about the following:

1. W&S Plan:  
Wage and Salary Grading Process  
Annual Market Update;

Comp Ratios;  
Employee Evaluations;  
Organizational Changes;  
Historical Wage and Salary Increases

Upon conclusion of the presentation, Mr. Gossage recommended that the proposed W&S Plan be approved by the Board as presented.

### **Health Insurance**

Mr. Gossage provided detailed information regarding the status of the current health insurance plan offered to JEC employees and retirees. Upon conclusion of the presentation, Mr. Gossage recommended changes to the health insurance plan.

### **2026 Capital Budget**

#### **Energy Services Division**

There were no 2026 Capital Budget items for Energy Services.

#### **Corporate Services Division**

Gary Kitchens provided details about the 2026 Capital Budget items for the Administration Department. There were no Capital Budget items for the Accounting Department.

#### **Line Services Division**

Elijah McCall provided details about the 2026 Capital Budget items for Operational Services. There were no Engineering Services Capital Budget items.

#### **Information Services Division**

Geoff Potter provided details about the 2026 Capital Budget items for the Cyber Services Department. There were no Capital Budget items for the Billing Department.

#### **Executive Services Division**

Wayne Gossage provided details about the 2026 Capital Budget Contingency, summarized the company-wide 2026 Capital Budget, and provided an update regarding the 2025 YTD Capital Budget Contingency items.

Executive Session ended at 6:45 p.m. and General Session was called to order.

**ACTIONS TAKEN UPON RETURN TO GENERAL SESSION**

**2026 Wage & Salary Plan**

A motion was made and seconded to approve the recommended changes to the Wage and Salary Plan as presented. The motion was approved.

**Health Insurance**

A motion was made and seconded to approve the recommended changes to the health insurance plan as presented. The motion was approved.

**2026 Capital Budget**

A motion was made and seconded to approve the proposed 2026 Capital Budget as presented. The motion was approved.

There being no further business, the meeting was adjourned at 6:50 pm.

  
James L. Gay, Secretary-Treasurer

Approved:  
  
Larry Hadden, Chairman