



MINUTES OF THE SPECIAL MEETING  
OF THE  
BOARD OF DIRECTORS  
OF  
WHITE RIVER ELECTRIC ASSOCIATION, INC.

July 19, 2023

A special meeting of the Board of Directors of White River Electric Association, Inc. (WREA), was held at WREA headquarters on July 19, 2023, at 11:00 A.M. The purpose of the meeting was the General Manager's annual review.

The following Directors were present:

 Philon  Jordan  
Pearce, Parr, Dearman, Jordan, Hilkey, Ducey, and Rogers.

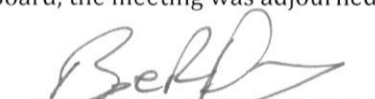
Directors Absent: None

President Pearce called the meeting to order and presided throughout.

Dale Dunbar was appointed as recording secretary.

- Agenda The directors reviewed the agenda as presented and upon motion, properly seconded, approved it.
- Guests: Guests present were Manager Michalewicz, Manager of Finance Dunbar, and Attorney Jeff Hurd.
- Executive Session Upon motion by Director Dearman, seconded by Director Rogers, and passed by all Directors present the Board entered executive session to review the General Manager
- Upon motion by Director Dearman, seconded by Director Rogers, and passed by all Directors present, to the Board reconvened the public portion of the special meeting.
- Review Following its review and appraisal of the General Manager, and discussion regarding the previous year, the Board addressed compensation. Upon motion by Director Dearman, seconded by Director Rogers, and passed by all Directors present, the General Manager was awarded a \$10,000 performance bonus, effective immediately. A cost-of-living adjustment will be deferred until review of the 2023/2024 budgeting process, and any future General Manager wage and salary adjustment will be retroactive back to July 24, 2023.
- In addition, the board directed the attorney to begin drafting an employment agreement with the General Manager for future review.

With no further business appearing before the Board, the meeting was adjourned.

  
Bryce R. Ducey, Secretary