

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

July 17, 2019

A meeting of the Board of Directors of White River Electric Association, Inc. was held at the Headquarters of White River Electric Association, Inc., on July 17, 2019 at 8:00 a.m. for the purpose of the yearly performance review of the General Manager with the following Directors present:

Welle, Jordan, Pearce, Hilkey, Rogers, Wyatt, Parr

Director Absent: None

President Welle called the session to order and presided throughout.

Agenda: It was regularly moved, seconded and passed to approve the agenda.

Dale Dunbar was appointed as recording secretary.

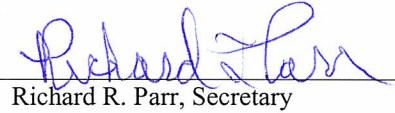
Guests: Guests present were Manager Michalewicz, and staff members Dunbar and Attorney Zagar-Brown.

Executive Upon motion by Director Hilkey, seconded by Director Pearce, and passed by all director's present, it was approved to go into executive.

Upon motion by Director Pearce, seconded by Director Parr, and passed by all director's present, it was approved to reconvene the regular session of the meeting.

Review After a successful review and appraisal of the General Manager, and discussion regarding the whole management team, and upon motion by Director Pearce, seconded by Director Parr, and passed by all Directors present, it was approved to award the General Manager a 3% COLA increase to his present salary, and award a performance bonus of \$7,500 for the review period.

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


Richard R. Parr, Secretary