MINUTES OF THE
JOHNSON CITY ENERGY AUTHORITY
D/B/A
BRIGHTRIDGE

October 28, 2025

PRESENT: James Haselsteiner
Andy Dietrich
Ronald Hite
Gary Mabrey
Dr. Kimberly McCorkle
Andrew Morse
James Smith
Richard Tucker
Jeffrey R. Dykes, Chief Executive Officer
Brian Bolling, CPA, Chief Financial Officer and Supply Chain Officer
Connie Crouch, Chief Employee Relations Officer
Bonnie Donnolly, Chief Development and Market Strategy Officer
Sam Ford, Chief Engineering Officer
Eric Egan, Chief Data Officer
Stacy Evans, Chief Broadband Officer
Lori Farmer, Supervisor, General Accounting
Tiphanie Watson; Chief Customer Officer
Stephen Darden, Hunter Smith & Davis, LLP

ABSENT: Rob Arnold, Chief Operations Officer
Donnie Hall, Safety/Environmental Manager

Chairman Haselsteiner called the meeting to order.

Upon motion of Dr. McCorkle, seconded by Mr. Dietrich, the monthly power distributor's report submitted to the Tennessee Valley Authority for September 2025 were approved. The motion carried unanimously by roll call. Year-to-date income was $429,140.62 more than last year's year-to-date figure and year-to-date actual net income was $390,907.52 more than the budgeted figure. The general fund balance stands at $21,014,345.39, the reserve fund balance stands at $5,593,041.72, the special reserve fund balance stands at $2,235,737.70, the tax equivalent fund balance stands at $1,643,285.36, the economic development fund balance stands at $2,059,910.30, the 2017 and 2021 bond and interest sinking fund balance stands at $2,085,829.63, the renewal and replacement fund balance stands at $536,167.69, the miscellaneous proceeds fund balance stands at $2,680.57, the self-insurance fund balance stands at $2,165,833.80, and the TN local government investment pool fund balance stands at $8,347,910.91. BrightRidge is currently serving

84,935 customers, which is an increase of 989 customers since the same time last year, which represents a 1.18% growth rate.
350mi^2

Upon motion of Dr. McCorkle, seconded by Mr. Dietrich, the monthly financial statement for September 2025 for the Broadband Division were approved. The year-to-date income was $1,981,148.27 more than last year's year-to-date figure, and year-to-date actual net income was $2,358,273.63 more than the budgeted figure. The broadband debt service fund balance stands at $6,428,031.50, the reserve fund balance stands at $2,970,305.07, the broadband checking account balance stands at $1,809,207.91, the broadband money market account balance stands at $53,710.04, the voice service balance stands at $19,647.04, and the video service balance stands at $4,016.91.

Mr. Bolling concluded his report by adding that current monthly kWh usage is up 901,743 over the prior year. The year-to-date Operating Revenues, less power costs, are up $4.8 million. The year-to-date average load factor is 62.56%. Finally, the year-to-date Net Income is $429,141, an increase over the last year.

Upon motion of Mr. Mabrey, seconded by Mr. Dietrich, the Board approved the following items on the Consent Agenda:

(a.) The minutes of the Board meeting on September 23, 2025;

(b.) The purchase materials and labor for the Knob Creek substation expansion in the amount of $452,111.87 by LE Myers;

(c.) The purchase of Single and Poly-Phase Meters and Tantalus AMI Modules in the amount of $1,675,124.64; and

(d.) The purchase of primary cable from Border States in the amount of $95,000.00 as seen in Bid Tab #8976.

The motion carried unanimously by roll call vote.

Mr. Smith spoke on behalf of the HR/Insurance Committee of the board, which met on Tuesday, October 21 to review the January 1, 2026 renewal of the employee/retiree health insurance plans to include medical, dental and vision. Due to a large increase in cost, staff recommended we not offer the high-deductible plan paired with the Health Savings account this year.

The motion from the HR/Insurance committee of the board is to renew the existing Health Reimbursement plan only to be offered to all employees for calendar year 2026 as presented, with no plan design changes, 16.8% increase to the monthly premiums and no increase to bi-weekly deductions for employees as BrightRidge will absorb the full price increase. The renew of both dental plans was also presented, to include 13.1% increase with the same percentage increase passed along to employees via their bi-weekly payroll deduction. Finally, the committee reviewed the vision insurance contract as presented with a 0% increase and no plan design changes. By motion of the Committee the board voted to accept the renewal on medical, dental and vision as presented. The motion carried unanimously by roll call vote.

Mr. Smith, on behalf of the HR and Insurance Committee, move that the Board renew our existing contract for flex spending with Health Equity for calendar year 2026 with no increase to cost ($4.50 per employee/per month). By motion of the Committee the board voted to approve the existing contract with Health Equity. The motion carried unanimously by roll call vote.

Mr. Haselsteiner also spoke on behalf of the Finance, Audit, Rate & Budget Committee, which met today, to review the Petty Cash, Cash Advance and Expense Reimbursement policy. After reviewing, the committee recommends by motion the approval updates made to this policy. The motion carried unanimously by roll call vote.

RETIREMENT RESOLUTION OF KEN HECK

On April 1, 2017 the Johnson City Power Board was renamed Johnson City Energy Authority; on October 3, 2017 Johnson City Energy Authority announced their DBA name as BrightRidge.

WHEREAS Ken Heck was employed by BrightRidge on October 31, 2005, until retiring from BrightRidge on Tuesday, January 6, 2026, and;

WHEREAS during his twenty years and two months of service with BrightRidge, he served as a Customer Service Representative, Walk-In Specialist, and Customer Service Team Lead.

WHEREAS the Board of Directors of BrightRidge wishes to recognize Mr. Heck for his outstanding service to the customers and staff of BrightRidge by his years of dedication and loyalty;

NOW THEREFORE BE IT RESOLVED by the Board of Directors of BrightRidge meeting in regular session on the 28th day of October 2025, that Ken Heck be, and hereby is, officially commended for his twenty years and two months of service to the customers of BrightRidge.

BE IT FURTHER RESOLVED that a copy of this Resolution be presented to Mr. Heck and be spread in full on the minutes of the proceedings of this meeting.

Upon motion of Mr. Mabrey, seconded by Mr. Morse, the Board approved the Resolution by unanimous roll call vote. A copy of this Resolution now appears in full on the minutes of the proceedings of this meeting.

Brian Bolling, Chief Financial Officer, provided an update on the accounting department. The accounting department consists of 6 staff members, CFO, manager, two (2) general accountants and two (2) general account specialists; holding a combined total of 158 years of accounting experience. Among these six individuals there are also five bachelor’s degrees, two master's degrees, one CPA and one certified Power Executive (TVPPA). The Accounting Department also reports to several regulatory agencies, including the TVA, Tennessee Comptroller, Tennessee Department of Revenue, FCC and FTC.

Mr. Bolling provided an overview of the primary duties of the Accounting Department which consisted of items such as payroll, purchasing, accounts payable, plant accounting and processing payments to name a few. The department handles 26 payrolls and employee W-2s each year. In FY 25, they were responsible for the processing of 13,213 invoices, 1,147 requisitions and 1,917 purchase orders; as well as closing out of 2,534 work orders and processing 592,077 payments.

Mr. Dykes reminded the Board members of the upcoming TMEPA training in November, as well as the APPA Legislative Rally in Washington D. C. in February 2026. He asked that for those wishing to attend note the date, as reservations open up in November.

Mr. Dykes advised that BrightRidge is currently having Employee Appreciation Week. Connie and Stacy are doing a great job coordinating events each day to celebrate all of our employees. The annual employee luncheon will be on Thursday and he invited board members to attend to help serve.

He also mentioned having attended the Washington County Commission meeting this week to provide an update on BrightRidge, which was well received. Mr. Dykes advised he would be attending the Johnson City Commission meeting as well.

Mr. Smith advised of the upcoming CEO evaluations and will be sending out information in the next few weeks.

There being no further business, the meeting was adjourned.