

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

December 16, 2025

PRESENT: James Haselsteiner

Ronald Hite

Gary Mabrey

Dr. Kimberly McCorkle

Andrew Morse

James Smith

Richard Tucker

Joe Wise

Jeffrey R. Dykes, Chief Executive Officer

Rob Arnold, Chief Operations 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

Tiphonie Watson; Chief Customer Officer

Stephen Darden, Hunter Smith & Davis, LLP

ABSENT: Andy Dietrich

Donnie Hall, Safety/Environmental Manager

Chairman Haselsteiner called the meeting to order. Mr. Haselsteiner welcomed Mr. Joe Wise as the newest member of the board and thanked him for his willingness to serve.

Upon motion of Mr. Mabrey, seconded by Mr. Smith, the retirement resolution of Lisa Adams was added to the agenda. The motion carried unanimously by roll call vote.

Upon motion of Dr. McCorkle, seconded by Mr. Tucker, the Board approved the following items on the Consent Agenda:

(a.) The minutes of the Board meeting on November 25, 2025;

(b.) The purchase of Callout Software in the amount of \$160,235.00; and

- (c.) The approval to engage Thomas Weems Architects to initiate annexation, rezoning and preliminary design for the expansion of the Boones Creek campus, in the amount of \$136,400.00.

The motion carried unanimously by roll call vote.

Mr. Haselsteiner spoke on behalf of the Finance & Audit, Rates and Budget Committee of the board, which met today, to review the 2025 Audit presentation by BCS. Mr. Eric Stewart with BCS provided a quick overview and highlights on various sections of the report. By motion of the Committee the board voted to accept the 2025 Audit by BCS as presented. The motion carried unanimously by roll call vote.

Mr. Smith spoke on behalf of the HR/Insurance committee. By motion of the Committee the board voted to accept the 2025 Performance Evaluation of Jeff Dykes and compensation package as presented. The motion carried unanimously by roll call vote.

RETIREMENT RESOLUTION OF DALLAS PENLEY

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 Dallas Penley was employed by BrightRidge on April 28, 2003, until retiring from BrightRidge on Tuesday, January 6, 2026, and;

WHEREAS during his twenty-two years and seven months of service with BrightRidge, he served as a Dispatcher, Meter Reader, Service Department Coordinator, Service Department Specialist, Groundman, and Groundman Operator.

WHEREAS the Board of Directors of BrightRidge wishes to recognize Mr. Penley 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 16th day of December 2025, that Dallas Penley be, and hereby is, officially commended for his twenty-two years and seven months of service to the customers of BrightRidge.

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

Upon motion of Mr. Mabrey, seconded by Dr. McCorkle, 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.

RETIREMENT RESOLUTION OF SCOTTY MILLER

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 Scotty Miller was employed by BrightRidge on January 12, 1996, until retiring from BrightRidge on Friday, January 23, 2026, and;

WHEREAS during his thirty years of service with BrightRidge, he served as a Meter Reader, Groundman, Apprentice Lineman, Construction Lineman, and Service Lineman.

WHEREAS the Board of Directors of BrightRidge wishes to recognize Mr. Miller 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 16th day of December 2025, that Scotty Miller be, and hereby is, officially commended for his thirty years of service to the customers of BrightRidge.

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

Upon motion of Mr. Smith, seconded by Mr. Tucker, 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.

RETIREMENT RESOLUTION OF LISA ADAMS

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 Lisa Adams was employed by BrightRidge on October 21, 1996, until retiring from BrightRidge on Tuesday, January 20, 2026, and;

WHEREAS during her twenty-nine years and two months of service with BrightRidge, she served as a Customer Service Representative and Customer Service Representative III.

WHEREAS the Board of Directors of BrightRidge wishes to recognize Mrs. Adams for her outstanding service to the customers and staff of BrightRidge by her years of dedication and loyalty;

NOW THEREFORE BE IT RESOLVED by the Board of Directors of BrightRidge meeting in regular session on the 16th day of December 2025, that Lisa Adams be, and

hereby is, officially commended for her twenty-nine years and two months of service to the customers of BrightRidge.

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

Upon motion of Dr. McCorkle, seconded by Mr. Wise, 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.

Rob Arnold, Chief Operations Officer, provided an update to the Board on the AiDASH software being implemented for vegetation management. AiDASH provides satellite AI to help utility companies manage vegetation management near transmission and distribution lines. It can predict growth in trees up to five (5) years and creates plans for trimming, removal and herbicides.

Before the utilization of programs like AiDASH, this type of management would take multiple inspections and meetings to make these same determinations. This type of program allows us to be reactive instead of proactive. It eliminates unnecessary trimming, that then causes delays in trimming in more urgent areas.

The IVMD web and mobile app provides clear map-based work assignments, that have been pre-scouted and identify all necessary equipment which in turn helps with budgeting. It organizes assignments by priority level and estimates the manhours needed. Most importantly it can estimate the likelihood and impact of outages, as well as allowing employees to update task lists in real time and report downed trees on the app by location.

Mr. Dykes again welcomed Mr. Wise to the Board.

Mr. Dykes also updated the Board on the status of the fiber bid and advised that an email for the members review and approval would be sent in advance of next month's meeting so that those can be locked in as soon as possible.

He also advised the Board that TVA has recently appointed four new members to their Board and they are awaiting appointment of a fifth. He noted that they have not been approved yet, but that will most likely happen in early 2026.

He also noted that the Leadership Johnson City group came to BrightRidge this week for a tour with Bonnie, which included the control room and other facilities. They were very complementary of the facilities and our team at BrightRidge.

Mr. Dykes complemented the staff on the great turnout for all of the area holiday events and thanked them for representing BrightRidge so well. He also thanked the accounting department for their work on this year's audit report.

Mr. Dykes concluded his comments by wishing all of the Board members and staff a Merry Christmas.

Mr. Mabrey complemented the team on a wonderful staff luncheon today. He shared with the Board that it was refreshing to hear several employees affirming the wonderful culture at BrightRidge and their thankfulness at being able to build a career with a company that had such great leadership, CEO and Board of Directors.

Mr. Smith expressed his respect and thanks to Mr. Dykes for his leadership this year and the great team of individuals here at BrightRidge.

There being no further business, the meeting was adjourned.