

**Edisto Electric Cooperative, Inc.
Board Compensation & Expenses
January - December 2025, Unaudited**

Name & Position	Board Meetings	Special Board Meetings, Committee Meetings	Cooperative Service Organization Meetings (5)	Cooperative Subsidiary Meetings (6)	Training & Certification (7)	Total	Total Per Diem, Insurance Premiums, Other Benefits, Miscellaneous	Cooperative Service Organization Meetings (Not Paid by the Cooperative)(8)
Douglas A. Reeves, Chairman								
Total Per Diem (1)	\$ 3,600	\$ 1,500	\$ 300		\$ 1,200	\$ 6,600		\$ 33,525
Insurance Premiums & Other Benefits (2)						\$ 36,233	\$ 42,833	\$ 2,831
Miscellaneous (3)								
Expenses Paid or Reimbursed (4)	\$ 470	\$ 98				\$ 568		\$ 11,084
Notes:								
R. Wayne Welch, Vice Chairman								
Total Per Diem (1)	\$ 3,600	\$ 1,500	\$ 4,500			\$ 9,600		
Insurance Premiums & Other Benefits (2)						\$ 1,361	\$ 10,961	
Miscellaneous (3)								
Expenses Paid or Reimbursed (4)	\$ 840	\$ 202	\$ 4,683			\$ 5,724		
Notes:								
Frank Pickens Williams, Jr., Secretary/Treasurer								
Total Per Diem (1)	\$ 3,600	\$ 1,200				\$ 4,800		
Insurance Premiums & Other Benefits (2)						\$ 838	\$ 5,638	
Miscellaneous (3)								
Expenses Paid or Reimbursed (4)	\$ 353	\$ 127				\$ 480		
Notes:								
Jack G. Valentine, III, Trustee								
Total Per Diem (1)	\$ 3,600	\$ 1,500	\$ 5,700			\$ 10,800	\$ 47,255	
Insurance Premiums & Other Benefits (2)						\$ 36,455		
Miscellaneous (3)								
Expenses Paid or Reimbursed (4)	\$ 168	\$ 90	\$ 3,879			\$ 4,136		
Notes:								
Stanley M. Funchess, Trustee								
Total Per Diem (1)	\$ 3,600	\$ 1,500			\$ 900	\$ 6,000		
Insurance Premiums & Other Benefits (2)						\$ 36,609	\$ 42,609	
Miscellaneous (3)								
Expenses Paid or Reimbursed (4)	\$ 420	\$ 105				\$ 525		
Notes:								
Michael T. Hollingsworth, Trustee								
Total Per Diem (1)	\$ 3,000	\$ 1,500	\$ 1,800			\$ 6,300		
Insurance Premiums & Other Benefits (2)						\$ 35,871	\$ 42,171	
Miscellaneous (3)								
Expenses Paid or Reimbursed (4)	\$ 315	\$ 209	\$ 1,534			\$ 2,058		
Notes:								
Ervin Mathias, III, Trustee								
Total Per Diem (1)	\$ 3,600	\$ 1,500				\$ 5,100		
Insurance Premiums & Other Benefits (2)						\$ 36,609	\$ 41,709	
Miscellaneous*								
Expenses Paid or Reimbursed (4)	\$ 293	\$ 120				\$ 413		
Notes:								
Mary F. Nimmons, Trustee								
Total Per Diem (1)	\$ 3,600	\$ 1,500	\$ 2,400		\$ 300	\$ 7,800		
Insurance Premiums & Other Benefits (2)						\$ 17,255	\$ 25,055	
Miscellaneous (3)								
Expenses Paid or Reimbursed (4)	\$ 84	\$ 70	\$ 1,641			\$ 1,795		
Notes:								
Christopher Sandifer, Trustee								
Total Per Diem (1)	\$ 3,300	\$ 1,500	\$ 900			\$ 5,700		
Insurance Premiums & Other Benefits (2)						\$ 36,623	\$ 42,323	
Miscellaneous (3)								
Expenses Paid or Reimbursed (4)	\$ 200	\$ 113	\$ 501			\$ 815		
Notes:								
Travis Owens Burbage, Trustee								
Total Per Diem (1)	\$ 3,600	\$ 1,200			\$ 300	\$ 5,100		
Insurance Premiums & Other Benefits (2)						\$ 1,589	\$ 6,689	
Miscellaneous (3)								
Expenses Paid or Reimbursed (4)	\$ 672	\$ 99				\$ 771		
Notes:								

FOOTNOTES:

- (1) Per Diem: Per diem (per day) payment is \$300 for travel to and attendance at regular board meetings. Per diem (per day) payment for [committee meetings/telephonic meetings/etc. as applicable] is \$300 for travel to and attendance at meetings, training and other such obligations.
- (2) Insurance: Per Board Policy 419 - Trustees may participate in the Cooperative's group major medical insurance program, life and accidental death & dismemberment insurance, dental insurance, business travel insurance, vision insurance and cancer insurance. Premiums for all coverages are paid by the Cooperative. New Trustees elected after February 28, 2022 may participate in the benefits plans that are available to the employees as allowed by the individual plan documents. Premiums for these coverages are at the same cost as cooperative employees. Benefits will immediately cease upon the Trustees' separation from active service.
- (3) Miscellaneous: Under S.C. Code Ann. §58-49-630 (c) (3), Cooperative Trustees are required to disclose any goods or services of more than \$25.00 in value that were received by the Trustee from a company that the Trustee knows, has, or seeks a business relationship with the Cooperative (other than a Cooperative membership). The total value of and a description of any goods or services under any such disclosures are also required to be included in the annual Trustee compensation and benefits disclosures under S.C. Code Ann. §58-49-615. For the current reporting year, there were no such S.C. Code Ann. §58-49-630 (c) (3) Trustee disclosures to be reported.
- (4) Expenses: The Cooperative has a written policy regarding payment or reimbursement or provision of expenses. It requires substantiation prior to reimbursing or allowing expenses incurred. This includes mileage, subsistence, entertainment or travel expenses paid in conjunction with the per diem above. These amounts are not taxable income to the recipient.
- (5) Service Organization Meetings: Trustees are required from time to time to participate in meetings of Service Organizations to which the Cooperative belongs. Since individual cooperatives are necessarily small, they form larger organizations to serve common needs. Our materials supplier, our national trade association, our statewide trade association, and our wholesale power supplier are such examples. For the current reporting year, the Cooperative paid per diems to Trustees for attendance at the following Service Organizations: Cooperative Electric Energy Utility Supply, Inc., National Rural Electric Cooperative Association, and Central Electric Power Cooperative, Inc.
- (6) Subsidiaries: The Cooperative paid per diems to Trustees for attendance at the Cooperative's subsidiary meetings, which included: Not Applicable
- (7) Training & Certification: A great deal is required of our trustees - including receiving and maintaining an education in all things that impact the Cooperative. For this reason, we require them to participate in quite a lot of Training and Certification. While we require that all trustees maintain a certain level at all times, there is a heavier burden placed on newer trustees to attain certification quickly. For this reason, you typically see some of our newer trustees with slightly higher figures in the category.
- (8) Service Organization Meetings (Not Paid by the Cooperative): Unlike the amounts discussed in Footnote #5 above, some of the service organizations pay certain of the Cooperative's Trustees directly for per diems for attendance at that Service Organization's meetings. For the current reporting year, these Trustees were paid per diems from the following service organizations: Central Electric Power Cooperative, Inc., South Carolina Power Team, and New Horizon Electric Cooperative, Inc. NOTE: THESE AMOUNTS WERE NOT PAID BY THE COOPERATIVE. THIS INFORMATION WAS COMPILED BY THESE ORGANIZATIONS AND PROVIDED TO THE COOPERATIVE. THE COOPERATIVE DOES NOT MAKE ANY REPRESENTATIONS REGARDING THE ACCURACY OF COMPENSATION INFORMATION PROVIDED BY OTHER ORGANIZATIONS.