

HIGHLINE ELECTRIC ASSOCIATION
REGULAR MEETING OF THE BOARD OF DIRECTORS
December 18, 2025

A regular meeting of the Board of Directors of Highline Electric Association was held at the office of the Association in Holyoke, Colorado at 1:00 P.M. on December 18, 2025.

ROLL CALL

President Mike Bennett presided at the meeting. Directors present in person:

Mike Bennett	David Carlson
Ted Carter	Brad Stomberger
Lisa Schilke	Leo Brekel
Merlin Prior	Jim Lueck
Steve Oestman	Aaron Sprague

Director Pam Stieb attended via telephone conference.

General Manager Dennis Herman and attorney Williamson were present in person. Staff members Alex Astley, Kris Camblin, Jim Jackson, Tadius Huser, and Elise Pocock were present in person or via video conference. Attorney Williamson recorded the minutes of the meeting.

PUBLIC COMMENT

Member, Chad Yaw, addressed the Board regarding his capital credits. Yaw left the meeting.

It was properly moved, seconded, and carried to go into executive session to discuss Yaw's request and to receive privileged legal advice regarding the same, with all staff, board members, Manager Herman, and attorney Williamson present. It was properly moved, seconded, and carried to exit executive session.

AGENDA APPROVED

The agenda was adopted as presented.

MINUTES APPROVED

The minutes of the November 18, 2025, Regular Meeting of the Board of Directors were presented. It was properly moved, seconded, and carried to adopt the minutes as presented.

MANAGER'S REPORT

Manager Herman presented the Manager's Report. He reported on kWh Purchased, kWh Sold, Operating Revenue, Billing Summary, Expenses, Operating Margins, and Cash & Investments through November 2025.

Aaron Sprague reported on happenings at the RRWCD. The RRWCD Board of Directors approved a change in the structure of its fee.

Herman reported that the eagle protection grant project is completed. He presented a summary of Highline's legal expenses related to Tri-State FERC dockets.

Manager Herman asked the Board to consider moving the February board meeting to February 18. It was properly moved, seconded, and

carried to hold the February regular meeting of the Highline Board of Directors on February 18, 2026.

Manager Herman presented the CREA director survey. Highline is one of two co-ops to index director compensation to the co-op's health insurance plan. Consideration of director compensation will be added to the agenda for strategic planning.

Manager Herman reported that due to an interpretation of ITC requirements that would require the battery for the Amherst BESS to be delivered within the first 105 days of 2026, Highline will order and pay for the battery before the end of 2025.

OPERATIONS AND SAFETY REPORT

Operations Manager Kris Camblin presented the Operations and Safety Report. He reported on windstorm damage, personnel matters, the Y-WEA pole replacement project, fire mitigation, work at the Amherst substation, and area crew activities. He presented the Safety Committee Report. There were no accidents. Camblin presented the outage report. He reviewed the 2026 Safety Improvement Plan.

MEMBER SERVICES REPORT

Member Services Manager Tadius Huser presented the Member Services Report. He reported on new services, rebates, RLF activity, the on-bill repayment program, and renewable distributed generation.

ENGINEERING REPORT

Alex Astley presented the Engineering Report. He reported on project work in engineering, information technology, metering, staking, and communications. He reported on the status of large projects, including the Amherst substation battery energy storage system project, the Lamar substation upgrade, and the Y-WEA construction work plan.

CORPORATE SERVICES REPORT

Corporate Services Manager Jim Jackson presented the Corporate Services Report. Jackson presented CFC Commercial Paper Investments as of November 30, 2025. Highline paid \$3,236.09 in fees on \$221,827.05 worth of credit card payments in November.

Jackson presented the balance sheet, Form 7, cash flow report, and check register.

CONSENT AGENDA

The Consent Agenda contained the following items:

- a. Policy 6-2 Power and Energy Conservation (no recommended changes)
- b. New Members and Membership Refunds
- c. Subordination Agreements and Release of Liens
- d. Estate Capital Credit Refunds

The Consent Agenda was approved by unanimous consent.

RATE DISCUSSION

General Manager Herman presented rate tariffs effective January 2026. It was properly moved, seconded, and carried to approve the rates as presented.

RLF REQUEST

General Manager Herman reported that the potential RLF applicant did not apply for a loan before the board meeting.

STRATEGIC PLANNING

General Manager Herman presented proposed topics for the upcoming strategic planning session. He presented the final report from the previous strategic planning session. The Board discussed potential topics for the upcoming session.

ACSI RESULTS

General Manager Herman presented the results of Highline's ACSI survey.

TRI-STATE

Leo Brekel reported on his attendance at the regular meeting of the Tri-State Board of Directors. Tri-State closed on the purchase of property for the new administrative headquarters. The Tri-State Board of Directors will review Tri-State's LTFF at the January meeting. Several Nebraska Tri-State members submitted notices to withdraw from Tri-State.

It was properly moved, seconded, and carried to go into executive session for confidential discussion regarding the Nebraska members' proposed withdrawal from Tri-State, with all directors, except Leo Brekel, who left the meeting during the executive session, General Manager Herman, staff, and attorney Williamson present. It was properly moved, seconded, and carried to exit executive session. Leo Brekel reentered the meeting.

Tri-State executives met with the Basin Electric Board of Directors regarding the various disputes between the two. Brekel reviewed Tri-State's financials.

CREA

Director Jim Lueck reported on his attendance at the regular meeting of the CREA Board of Directors. CREA's new General Manager, Tom Walsh, begins in January. The CREA Board received a preview of 2026 legislation.

WUE

There was no regular meeting of the Western United Board of Directors. Director Ted Carter reviewed Western's November financials. Sales were down compared to last year.

NREA

Director Merlin Prior reported on his attendance at the NREA annual meeting and regular meeting of its board of directors.

MIDWEST ELECTRIC CONSUMERS ANNUAL MEETING

Jim Lueck and Leo Brekel reported on their attendance at the annual meeting of the Midwest Electric Consumers Association.

MEETING ATTENDANCE

The directors discussed attendance at upcoming meetings.


It was properly moved, seconded, and carried to appoint Jim Lueck as Highline's delegate to the Western United Electric annual meeting and Lisa Schilke as Highline's delegate for the CREA annual meeting.

PUBLIC COMMENT

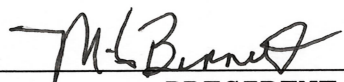
There was no Public Comment.

ADJOURNMENT

There being no further business to come before the meeting, the meeting was adjourned at 4:37 p.m.



SECRETARY



PRESIDENT