

*KIT CARSON ELECTRIC COOPERATIVE, INC.
SPECIAL MEETING OF THE BOARD OF TRUSTEES*

November 15, 2024

A Special Meeting of the Board of Trustees of Kit Carson Electric Cooperative, Inc. (KCEC) was called to order by the President, Mr. Bobby Ortega, on Friday, November 15, 2024, at 12:23 p.m. in the Marcelino Martinez Room of the headquarters building of the Cooperative, Taos, New Mexico. The following Trustees were present:

<i>Russ Coyle</i>	<i>Present</i>
<i>Martin Dimas</i>	
<i>Cristobal Duran</i>	
<i>Bruce Jassmann</i>	
<i>Bobby Ortega</i>	
<i>Arthur Rodarte</i>	
<i>Bernie Torres</i>	
<i>David Torres</i>	
<i>Luisa Valerio-Mylet</i>	
<i>Sylvia Vigil</i>	

Also present, were Carmella Suazo, Assistant Manager, and Brianna Trujillo, Executive Secretary who recorded the day's proceedings. The President reported that Mr. Bernie Torres would be late.

It was declared a quorum was present. *Quorum*

Mr. Dimas led the Board in reciting the Pledge of Allegiance. *Pledge of Allegiance*

Mr. B Torres arrived at approximately 12:24 p.m.

Mrs. Valerio-Mylet led the Board in a word of Prayer. *Prayer*

The agenda was presented. It was moved by Mr. Duran, seconded by Mr. Dimas, and unanimously approved that the agenda be approved as presented. *Agenda*

The President called for an Executive Session to discuss the CEO's appraisal and compensation. It was moved by Mr. Rodarte, seconded by Mr. Coyle, and unanimously approved that the Board enter Executive Session at 12:25 p.m. *Executive Session*

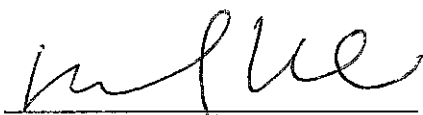
The meeting was reconvened by the order of the President at 1:47 p.m., no action was taken in Executive Session. It was moved by Mr. Rodarte, seconded by Mr. B. Torres, and unanimously approved, that Mr. Luis Reyes, Chief Executive Officer's, annual salary increase to \$425,798, retroactive to the anniversary date of his contract, May 8, 2024; based upon the breakdown of \$312,098 from KCEC,

\$102,500 from Kit Carson Internet (KCI) and \$11,200 from Kit Carson Propane (KCP). The President requested that a roll call vote be taken. A Roll Call vote taken by Carmella Suazo, Assistant Manager (yes in favor, no against) was taken as follows:

*Mr. D. Torres – Yes
Mr. Rodarte – Yes
Mr. Jassmann – Yes
Mrs. Valerio-Mylet – Yes
Mr. Duran – Yes
Mr. Ortega – Yes
Mr. Medina – not present
Mr. Dimas – Yes
Mr. B. Torres – Yes
Ms. Vigil – Yes
Mr. Coyle – Yes*

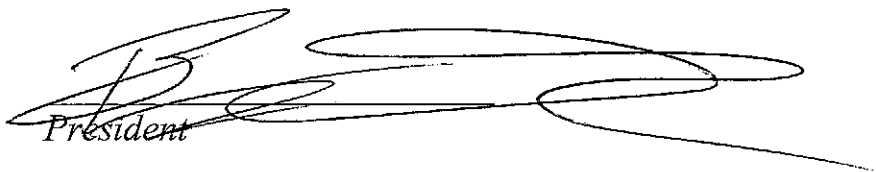
There being no further business to come before the Board, Meeting it was moved by Mr. B. Torres, seconded by Mr. Jassmann, Adjourned and unanimously approved, that the Board of Trustees of Kit Carson Electric Cooperative, Inc. be adjourned until November 26, 2024, at 9:00 a.m. the date and time of the next Board meeting. Unless changed and, thereupon, the President declared the meeting adjourned at 1:49 p.m. The following Trustees were present at the end of the meeting:

Russ Coyle, Martin Dimas, Cristobal Duran, Bruce Jassmann, Bobby Ortega, Arthur Rodarte, Bernie Torres, David Torres, Luisa Valerio-Mylet, and Sylvia Vigil



Secretary

Approved this 20th day of NOV. 2024.



President