

Along the LINE

DECEMBER 2022

For members of
Edgecombe-Martin County EMC



Successful Member Appreciation Day

Edgecombe-Martin County EMC held our Member Appreciation Day on Thursday, Oct. 6 at the co-op.

Our annual Member Appreciation Day is our way of saying “thank you” to the wonderful members we serve across our service area. Edgecombe-Martin County EMC’s 2022 Member Appreciation Day was a success, with 139 members attending.

This year’s Member Appreciation Day was the first back to the traditional format since COVID. Cooperative employees served members hotdogs and chips from 11 a.m. until 2 p.m.

Each member registered for a chance to win one of the five \$50 bill credits up for grabs. The lucky winners this year were Linda Cooke, Ruby Hill, Linda Green, Alfred Douglas and Mamie Whitehead.

Edgecombe-Martin County EMC hosts Member Appreciation Day each year during October to observe national Co-op Month and to show appreciation to the members of the cooperative. As member-owned enterprises, co-ops are owned largely by the people who live and work in the communities they serve. That gives us a different perspective from businesses owned by distant investors.

Thank you to our members for your continued support of your local electric cooperative and attendance at our Member Appreciation Day.



Holiday Closing

Edgecombe-Martin County EMC will be closing at 12 noon on Thursday, Dec. 22, and stay closed on Friday, Dec. 23, and Monday, Dec. 26, in observance of the Christmas Holiday.

Payments after office hours and on holidays can be made at the kiosk under the drive-thru canopy, by calling our automated telephone service at 1-855-356-6358, placed in the night deposit box or you may choose to utilize the convenience of online bill-pay by logging on to ememc.com

To report a emergency after hours, please call 1-800-690-0657.

Save the Date for Our 2023 Annual Meeting

The 2023 Annual Meeting will be held in a Drive-thru AND in-person format, Thursday, March 23.

For the past two years, Edgecombe-Martin County EMC's Annual Meeting of Members has been drive-thru only in order to protect ourselves and each other from COVID-19. This was an unprecedented, but necessary move, that led us to a new type of annual meeting.

In 2023, our annual meeting will be a drive-thru format from 11 a.m. to 6 p.m. with a traditional in-person business meeting in our truck shed beginning at 6 p.m.



While we missed meeting in-person, you've told us — and shown us, through record participation — that you like this convenient way of making your voice heard in the

operation of your co-op. This format gives members the chance to stay in their cars with the drive-thru registration and voting while still coming in person for the business session if they wish to do so.

Listening to your preferences, wants, and needs is one of the ways your membership matters. As a member-owned electric cooperative, your participation allows us to focus on your satisfaction. We hope to see you all there!



Last Chance, Youth Tour Applications Due

Youth Tour offers students going into their junior or senior year of high school the opportunity to visit Washington, D.C., for a week and experience all the beauty and history of the nation's capital.

Current high school sophomores or juniors have just a few weeks left to apply for the 2023 Youth Tour trip to Washington, D.C., held June 17-23, 2023. Applications for the all-expense-paid trip are due to Edgecombe-Martin County EMC by Dec. 31, 2022.

Students who attend the Youth Tour will join 1,500 high school students from across the country to learn about electric cooperatives, American history and the U.S. government. They will also visit the historic sites and federal landmarks of the nation's capital, as well as spend time with their congressional delegations.

Applications for Youth Tour are available by contacting Monica Speight at Edgecombe-Martin County EMC at 252-823-2171 or monicas@ememc.com.





Economic Instability Impacts the Workforce

All of us have witnessed an economic downturn over the past two years. The stock market has taken a huge dip and your 401K plan has likely been the recipient of this poor market performance. Due to extremely low interest rates, home sales and new home building permits were at record highs. However, throughout 2022, we have seen a downturn in the real estate market as the Federal Reserve continues to raise interest rates to combat record-high inflation.

Inflationary pressures are impacting everyone's bank account, and we have all experienced much higher prices for goods and services. Inflation continues to accelerate at the fastest pace in decades. The Consumer Price Index (CPI) rose 8.2 percent for the 12 months ending in September, a nearly 40-year high. The Social Security Administration has also announced an 8.7 percent increase for 2023. Combine higher demand for those goods and services and a shortage of workers, and you experience the significant supply chain woes that started during the covid pandemic and continue today.

Although our economy continues to change, our mission to provide our members with safe, reliable, and affordable electricity has not. To fulfill that mission, we must employ a workforce that possesses the skill sets to efficiently and effectively get the job done. The cooperative must maintain employee trust, job stability, and a competitive compensation package to retain and attract employees.

The labor force pressures the cooperative has experienced over the past two years are in many ways no different than what other companies have been working to manage. A shortage of workers, aggressive wage competition, and inflationary pressures have required all employers to take action or risk being left behind. The cooperative's board of directors understand that we must remain competitive in our industry to retain and attract a viable workforce, and they have taken steps to address these issues based on the current market.

The ripple effect of having fewer people in the workforce has also caused severe supply chain issues in our industry. With the current U.S. labor force participation rate (62.3%) still below pre-pandemic levels (63.4%), there is no clear answer as to when supply chain issues will improve. Lengthy lead times persist for many of the items we use to build and maintain our electric system. Equipment lead times for bucket and line trucks have grown to more than four years as manufacturers deal with various parts, chassis, and chip shortages. On top of the shortages, the price for all these items has increased substantially due to demand.

Our workforce remains vital to the current and future success of the Cooperative. We appreciate our members' support over the years, especially during this tumultuous economy. As we plan for the year ahead, we will continue to deal with the other economic pressures discussed for the foreseeable future. However, we will continually evaluate their impact on you, our member-owners, when making important decisions.

We wish you and your family a prosperous and more stable year ahead.

Cooperatively,

Lisa Tolson

Lisa Tolson

How to Nominate a Director

The Nominating Committee has been charged with the responsibility of nominating three members of Edgecombe-Martin County EMC to fill the expiring terms in District E-3, E4, and P-1.

In addition, candidates may be nominated by petition. The petition must be signed by 15 or more members in the nominee's respective district and received in the Tarboro office by 5 p.m., at least 30 business days prior to the annual meeting. This allows time to verify that the nominee meets the qualifications to serve as a director, and it also allows time to include their name on the election ballot. All nominations are closed 30 business days prior to the annual meeting.

Should you desire to nominate a member other than the members to be selected by the Nominating Committee, you must submit a petition to the cooperative by Feb. 9, 2023. Any 15 or more members acting together may make additional nominations in writing by submitting a petition with their fifteen signatures affixed.

Petitions of nominees for directors shall be signed only by members who reside in the same directorate district as the nominee whose name appears on the petition.

If a valid petition is received by Jan. 31, 2023, along with a high-resolution photograph and a brief biographical statement, this information will be published in the March Annual Meeting Notice newsletter.

Nominating Committee Selected for 2023

Although it is several months until our next annual meeting, our election process for the cooperative's board of directors is rather involved and must start early. We have seven directors who are elected for three-year terms on a staggered basis. In accordance with the cooperative's bylaws, a seven-member nominating committee is appointed.

The board of directors has selected a member from each of the seven directorate districts to serve on the Nominating Committee for the 2023 Annual Meeting of Members, scheduled to be held on Thursday, March 23.

The Nominating Committee is composed of members who are not cooperative employees, agents, officers, directors, or close relatives of the existing board or a known candidate for director. The committee meets, nominates members to serve on the board, and then posts the results in the cooperative's office. The committee will be nominating members for the board from directorate district E-3, E-4 and P-1.

The members of the Nominating Committee have been charged with the responsibility of selecting one Edgecombe-Martin County EMC member to represent the Cooperative on the Board of Directors, and the names selected by this committee will be submitted and voted on at the 2023 Annual Meeting of Members.

Policy No. 201 (included in this newsletter) states the requirements and guidelines that the Nominating Committee must follow before nominating anyone for the board of directors of the cooperative.

2023 Nominating Committee Members

E-1 Walter Hunter

E-5 Don Anderson

E-2 L.B. Simpson

M-1 Danny Stalls

E-3 Gary Hyman

P-1 Peggy Warren

E-4 David Gardner

Considerations for Directors

This policy statement excerpt from Policy No. 201 of the Cooperative's Board Approved Policies is printed to provide and inform the membership on guidelines for those persons nominated and voted upon for service as a member of the Board of Directors of the Cooperative, and to provide the membership with a means of assuring themselves of the election of members to the Board of Directors who are qualified to carry out the ideals, formulate policy, develop plans and insure their execution.

The Board of Directors of Edgecombe-Martin County Electric Membership Corporation has resolved that the policy contained herein shall be used as a guide when considering the qualifications for directors.

That any committees, member, or members who nominate an individual to be voted upon for election to the Board of Directors of the Cooperative shall be aware of and should carefully and seriously consider the following personal qualifications before such nomination is entered.

- Shall have the qualifications contained in Section 4.02 of the bylaws.
- Should be willing to promote and safeguard the interests of the Cooperative.
- Should be willing to attend regularly scheduled and special meetings of the Board of Directors; national, state, and other meetings of organizations with associated interests that furthers the Cooperative's mission; training programs which will aid in keeping the director well informed on the matters affecting the Cooperative.
- Should be aware that members of the Board of Directors serve without salary and on a fee basis only for time given regularly scheduled and approved affairs of the Cooperative plus reimbursement for all reasonable expenses in connection with such scheduled activities.
- Should be willing to serve the term of office for which elected until a successor has been appointed or elected and qualified except in cases of extreme circumstances.
- Shall not use or cause to be used, the position of director to further any personal ambitions.
- Shall not have been: convicted of a felony; the subject of a bankruptcy judgement; declared being of unsound mind by any order of court.
- That service as a director shall include the following responsibilities for growth and

development, for keeping them and others informed, and for participating in all functions of the Board.

- To expend the effort needed to understand the Cooperative's problems and to provide the judgement needed to reach decisions in constantly changing circumstances.
- To conscientiously study the information contained in reports submitted to the Board.
- To make a meaningful contribution by participating in discussions on plans, programs, policies and other Board actions.
- To objectively evaluate and consider the questions and problems with which the Cooperative is faced.
- To keep informed as to the ideals and objectives of the Cooperative and to further study and analyze the policies, plans, and problems which result from efforts to achieve such ideals and objectives.
- To keep informed on, alert to, and aware of the attitudes of the members, the employees, and the general public toward the Cooperative's objectives and policies.
- To inform all interested persons about the Cooperative's ideals, objectives, programs and services.
- That any of the below listed circumstances of any director are cause for immediate resignation or removal from the Board and related offices upon review:
 1. Is adjudged to be bankrupt or who is convicted of a felony.
 2. Is absent from two or more meetings per fiscal year.
 3. Declared of unsound mind by any order of court.
 4. In the case of any such circumstance, a majority of the remaining directors will review and deem necessary to excuse or vacate and fill said vacancy for the remainder of the unexpired term of the Director.

This policy is intended to serve as a guide for keeping nominating committees and members informed on their nominating and voting decisions and is not intended to conflict with the bylaws, or Articles of Incorporation of the Cooperative. A complete copy of any policy will be made available for any member upon his or her request.

Directorate Districts E-3, E-4 and P-1

The three directors to be elected at the Annual Meeting of Members on March 23, 2023, must reside in and represent directorate districts E-3, E-4 and P-1 respectively. The following is a description of the boundaries of these directorate districts.

DIRECTORATE DISTRICT E-3

Beginning at a point where US 64 Business crosses the Tar River, in Tarboro and Princeville, the eastern boundary follows the centerline of U.S. 64 alternate east, in a southeasterly direction, until reaching the Edgecombe-Pitt County line. Turning south, the boundary follows the Edgecombe-Pitt County line, until reaching a point where State road 1102 crosses the County line, thus creating the southern boundary. Following the center line of State Road 1102 northward until reaching the intersection of State Road 1106, where the boundary continues on to follow the center line of State Road 1106, until reaching the intersection of State Road 1109, and following the center line of State Road 1109, until reaching the intersection of State Highway 124 in Macclesfield. The boundary then follows State Highway 124 eastward, until reaching the intersection of State Road 1119, in Macclesfield where it turns northward and follows the center line of State Road 1119 into Pinetops, where it connects with State Road 1201, and continues in a northerly route on the center line of State Road 1201, until reaching State Road 1202, where it continues on the center line of State Road 1202, until reaching the intersection of State Road 1205. The boundary then follows the centerline of State Road 1205 until reaching the Tarboro town limits, thus creating the western boundary. Following the town limits of Tarboro, in an easterly direction, until reaching the point of beginning

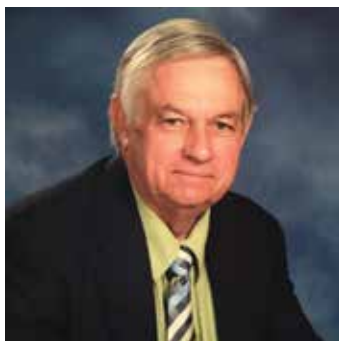
at the crossing of U.S. 64 Business and the Tar River, the northern boundary is created. This geographical area shall be considered District E-3

DIRECTORATE DISTRICT E-4

Beginning at a point where the center line of State Road 1102 and the Edgecombe-Pitt County line intersects, and following the center line of State Road 1102 northward, until reaching the intersection of State Road 1106, where the boundary continues on to follow the center line of State Road 1106, until reaching the intersection of State Road 1109, and following the center line of State Road 1109, until reaching the intersection of State Highway 124, in Macclesfield, where the boundary follows State Highway 124 eastward, until reaching the intersection of State Road 1119, in Macclesfield, where it turns northward and follows the center line of State Road 1119 into Pinetops, where it connects with State Road 1201, and continues in a northerly route on the center line of State Road 1201, until reaching State Road 1202, where it continues on the center line of State Road 1202, until reaching the intersection of State Road 1205, thus creating the eastern boundary. Turning westward, and following the center line of State Road 1205, until reaching the intersection of State Road 1222, and following the center line of State Road 1222, until reaching the intersection of State Highway 43, where the boundary turns northward on State Highway 43, and follows the center line, until reaching the Nash-Edgecombe County line, thus creating the northern boundary. All portions of Edgecombe, Nash, and Wilson counties, within this geographical area, shall be considered in District E-4.

DIRECTORATE DISTRICT P-1

All cooperative service territory within Pitt County and Beaufort County shall be considered District P-1.



*Wayne Harrell currently serves
as the director for District E-3*



*Bert Pitt currently serves as
the director for District E-4*



*Rejeanor Scott currently serves
as the director for District P-1*

Considerations for Directors

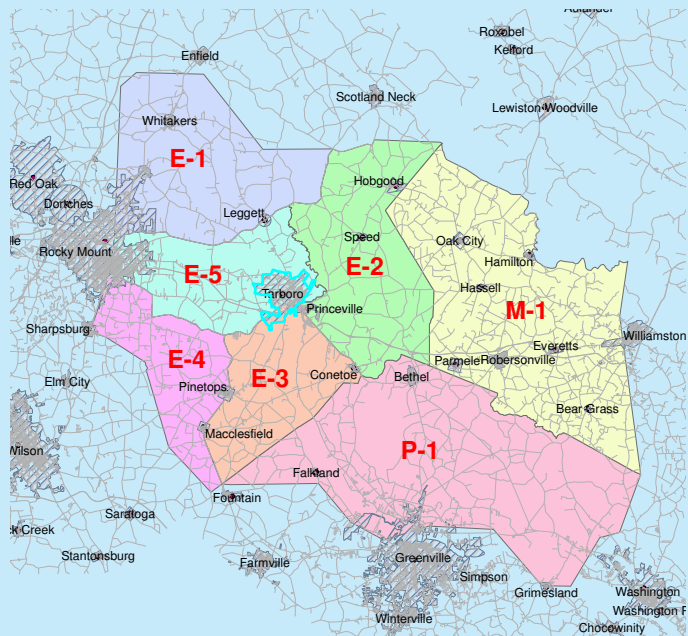
The Board of Directors appoints a Credentials and Election Committee each year to serve at the Annual Meeting of Members. There is one member from each of the seven directorate districts of the cooperative that serve on this committee to insure that proper rules and regulations are followed according to the co-op's policies.

Some of their duties include:

1. To ensure proper member registration and ballot voting.
2. To answer questions that may arise with respect to the registration of members in person or by proxy.
3. To count all ballots cast in any election or any other ballot voting.
4. To rule upon the effect of any ballots irregularly or indecisively marked.
5. To pass upon any protest or objection filed with respect to any election or the conduct affecting the results of any election.

2023 Credentials and Election Committee

- E-1 Peggy Weatherford
- E-2 Walter Dew
- E-3 Gary Hyman
- E-4 Hugh Council
- E-5 William Jenkins
- M-1 Danny Stalls
- P-1 Peggy Warren



Apply Now for Co-op Leadership Camp

Co-op Leadership Camp is a great opportunity for students from across the state to get together and learn about the Cooperative Business Model and have a blast at an overnight camp.

Applications for Summer 2023's Cooperative Leadership Camp are now being accepted from high school students. Next year's week-long overnight camp will be held June 26-30.

Hosted annually by the Cooperative Council of North Carolina at the North Carolina FFA Center at White Lake, Cooperative Leadership Camp aims to give rising high school sophomores, juniors and seniors a better understanding and appreciation of the cooperative business model and foster leadership qualities, financial responsibility and team building skills.

Co-op leadership campers are also eligible for the \$1,000 Jim Graham college scholarship, which they can apply for during their senior year of high school. To apply contact Monica Speight at monicas@ememc.com or 252-823-2171.



December Rights-of-Way Schedule

In order to provide safe, reliable electrical service, we maintain the rights-of-way under and around our power lines. We do this through rights-of-way and vegetation management. This requires pruning, removing, and cutting brush to prevent vegetation from interrupting your electric service.

Throughout December, Xylem Tree and Asplundh experts will be trimming in the Hillsdale neighborhood Rocky Mount, Oak City. and various hotspots on the system.



Along The LINE

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Editor

Monica Speight

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