

MINUTES OF THE
SPECIAL MEETING OF THE
JOINT AD HOC CEO PERFORMANCE AND COMPENSATION COMMITTEE
OF THE BOARD OF DIRECTORS OF
CONNECTICUT MUNICIPAL ELECTRIC ENERGY COOPERATIVE
AND
CONNECTICUT TRANSMISSION MUNICIPAL ELECTRIC ENERGY COOPERATIVE

July 7, 2025

A Special Hybrid Meeting of the Joint Ad Hoc CEO Performance and Compensation Committee of the Board of Directors of Connecticut Municipal Electric Energy Cooperative (“CMEEC”) and Connecticut Transmission Municipal Electric Energy Cooperative (“CTMEEC” dba Transco) was held in person at 30 Stott Avenue, Norwich, CT and via Zoom on Monday, July 7, 2025 at 1:30 p.m.

The meeting was legally noticed in compliance with Connecticut General Statutes and all proceedings, and all actions thereafter recorded occurred during the publicly open portions of the meeting.

The following Committee Members participated via Zoom:

Groton Utilities: Ronald Gaudet
Jewett City Department of Public Utilities: Elier Alvarado
Norwich Public Utilities: Christopher LaRose
South Norwalk Electric & Water: Alan Huth
Third Taxing District, East Norwalk: Kevin Barber

The following Non-Voting Members participated via Zoom:

Bozrah Light & Power: William Ballinger, Scott Barber
Groton Municipal Representative: Mark Oefinger
Jewett City Department of Public Utilities: Louis Demicco
Jewett City Municipal Representative: George Kennedy

The following CMEEC Staff participated in Person:

Margaret Job, Director, Administrative Services
David Meisinger, CEO (invited to join Executive Session at 2:41 p.m.)

Others participated:

Winston Tan, Intandem, LLC

Ms. Job recorded.

Committee Chair Barber called the meeting to order at 1:33 p.m. noting for the record that today's meeting is being held in person at 30 Stott Avenue, Norwich, CT and via Zoom. He requested that all participants state their names when speaking for clarity of the record.

Specific Agenda Item:

A Public Comment Period

No public comment was made.

B Roll Call

Ms. Job conducted roll call. Committee Chair Barber confirmed a quorum of the Committee was present.

C Approve Minutes of the May 21, 2025 Special Hybrid Meeting of the CMEEC Ad Hoc CEO Performance and Compensation Committee

A motion was made by Committee Member Gaudet, seconded by Committee Member LaRose to Approve the Minutes of the Special May 21, 2025 Meeting of the CMEEC Ad Hoc CEO Performance and Compensation Committee.

Motion passed unanimously.

D Possible Vote to Enter Executive Session to Discuss CEO Performance and Compensation Pursuant to C.G.S. § 1-200(6)(A)

Committee Chair Barber explained that Executive Session will include discussion of the results of the CEO Compensation Survey with Winston Tan, as well as a possible adjustment to Mr. Mesinger's base salary. He added that Mr. Meisinger will be invited into Executive Session to continue the discussion.

Committee Chair Barber then entertained a motion to enter Executive Session.

A motion was made by Committee Member LaRose, seconded by Committee Member Huth to enter Executive Session.

Motion passed unanimously.

The reason for entering Executive Session is as stated above.

The Committee, along with participating Non-Voting Members, Mr. Tan and Ms. Job remained.

The Committee entered Executive Session at 1:39 p.m. with instruction to return to Public Session upon completion of discussion in Executive Session.

Mr. Meisinger was invited to join Executive Session at 2:41 p.m.

The Committee returned to Public Session at 2:57 p.m.

Committee Chair Barber explained that no action was taken during Executive Session. He added that the Committee discussed at length the results of the CEO Salary Survey as well as an appropriate increase to Mr. Meisinger's base salary.

E Possible Vote to Approve the Committee's Recommendation that the Board of Directors Approve an Adjustment to CEO Compensation

Committee Chair Barber entertained a motion to recommend that the Board of Directors approve a six percent (6%) increase to Mr. Meisinger's base salary for the year 2025, retroactive to January 1, 2025 which results in an annual base salary of \$484,364.00.

A motion was made by Committee Member LaRose, seconded by Committee Member Huth to Recommend that the Board of Directors approve a six percent (6%) increase to Mr. Meisinger's base salary for the year 2025, retroactive to January 1, 2025 resulting in an annual salary of \$484,364.00.

Motion passed unanimously.

Chair Barber took this time to thank Mr. Meisinger for his accomplishments and inquired if he had any comment. Mr. Meisinger thanked the Committee and Mr. Tan.

F Adjourn

A motion was made by Committee Member Gaudet, seconded by Committee Member Alvarado to adjourn.

Motion passed unanimously.

The meeting was adjourned at 2:59 p.m.