

**CONFLICT OF INTEREST CERTIFICATION**  
**DISCLOSURE OF ECONOMIC INTERESTS**  
**AGREEMENT TO CONFIDENTIALITY**

I, the undersigned member of the Board of Directors (“Board”) of the Egyptian Electric Cooperative Association (“EECA”):

1. Affirm that I have received, read, and understand the current versions of Policy 401 Qualifications for Directorship, Policy 220 Business Ethics, and Policy 402 Function of the Board of Directors, and certify to the best of my knowledge, that I am in compliance with those policies.
2. Agree I shall not disclose confidential information of the EECA that would constitute a violation of EECA policies or otherwise prove to be detrimental to the EECA.
3. Disclose the following material facts known to me regarding actual or potential employment, income, competition, conflict of interest transactions or any other benefit received that could adversely impact the EECA, the services it provides and my compliance with EECA policies (if none indicate “None”):  
None  
\_\_\_\_\_  
\_\_\_\_\_
4. Agree to disclose to the Board immediately, as required by Policy 220, any material facts that become known to me regarding actual or potential employment, income, competition, conflict of interest transactions or any other benefit received that could impact EECA services and my compliance with EECA policies.
5. Agree that, if, pursuant to EECA policies, the Board determines that if I fail to comply with EECA policies, then, except as provided otherwise in the policies, the Board can disqualify me as a Director and my service as a Director would terminate.<sup>1</sup>

Mary Jo Homan  
Printed Name of Director

Mary Jo Homan  
Signature of Director

2/28/23  
Date



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2/28/23  
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Randall Campbell  
Printed Name of Director

Randall Campbell      1/31/23  
Signature of Director      Date



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SEE ATTACHED STATEMENT  
\_\_\_\_\_  
\_\_\_\_\_
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KEYIN BAME  
Printed Name of Director

Kevin Bame  
Signature of Director

1/31/2023  
Date



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**Kevin Bame**  
**Attachment – Conflict of Interest Certification**  
**Disclosure of Economic Interests**  
**Agreement to Confidentiality**

**Part-time Employment:**

Janice Burns Payne & Associates LLC, CPA's (Approximately 600 – 700 hours per year)

**Other Board Service:**

Board of Directors – Southern Illinois University Foundation

Board of Education – Murphysboro Community Unit School District 186

Board of Directors – Southern Illinois Learning in Retirement

Finance Committee of the Board of Trustees – Southern Illinois Healthcare

Note: I do not receive any compensation, per diem or stipend for serving on the above boards.

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RICK ASATURIAN  
Printed Name of Director

[Signature]  
Signature of Director

1/31/23  
Date



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KENNETH JARRETT  
Printed Name of Director

Kenneth Jarrett      2/8/23  
Signature of Director      Date



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2/10/23  
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STEVE PREST

Printed Name of Director

[Signature]

Signature of Director

1-31-2023

Date



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SK 1/31/2023

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*Kevin L. Liofon*  
\_\_\_\_\_  
Printed Name of Director

*Kevin L. Liofon*      *1/31/2023*  
\_\_\_\_\_  
Signature of Director      Date



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*SA*      *1/31/2023*  
\_\_\_\_\_

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Paul R. Pyatt  
Printed Name of Director

Paul R. Pyatt      1-31-23  
Signature of Director      Date



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Paul Hicks  
Printed Name of Director

Paul Hicks      1-31-23  
Signature of Director      Date



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3. Disclose the following material facts known to me regarding actual or potential employment, income, competition, conflict of interest transactions or any other benefit received that could adversely impact EECA, the services it provides and my compliance with EECA policies (if none indicate "None"):

See attached list

4. Agree to disclose to the EVP/GM or legal counsel immediately, as required by Policy 220, any material facts that become known to me regarding actual or potential employment, income, competition, conflict of interest transactions or any other benefit received that could impact EECA services and my compliance with EECA policies.
5. Agree that, if, pursuant to EECA policies, any report of a violation will be investigated promptly and, if required, appropriate action for infractions will be taken after due consideration of all the facts and circumstances.

Shane Hermetz  
Printed Name of Employee

Shane Hermetz  
Signature of Employee

1/31/2024  
Date

**Potential Conflicts of Interest 2024 – Michael Shane Hermetz (January 2024)**

Board of Directors of Southern Illinois Power Cooperative (SIPC)

Board of Directors of United Utility Supply Cooperative (UUS)

Board of Directors of Cooperative Response Center (CRC)

Board Secretary for CRC – 2023-2026

Board of Directors of the National Renewables Cooperative Organization (NRCO) - Alternate

Board of Directors of Aces Power Marketing – Alternate

Board Member – SIU-C – Institutional Review Board (IRB)

Board of Directors for the Rotary Club of Murphysboro,

Rotary District 6510 – Assistant Governor, Area 10, Chair – New Club Development

Sanders and Twomey, Attorneys at law – Mrs. Casey Twomey is my personal attorney

MSH 1/31/2024

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Board Chair, Jackson Growth Alliance  
Board President, 724 Ministries
4. Agree to disclose to the EVP/GM or legal counsel immediately, as required by Policy 220, any material facts that become known to me regarding actual or potential employment, income, competition, conflict of interest transactions or any other benefit received that could impact EECA services and my compliance with EECA policies.
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Brooke Guthman  
Printed Name of Employee

Brooke Guthman  
Signature of Employee                      Date

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Board Member - Jackson CEO  
\_\_\_\_\_  
\_\_\_\_\_

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Roni Croxell  
Printed Name of Employee

Roni Croxell      1/31/24  
Signature of Employee      Date

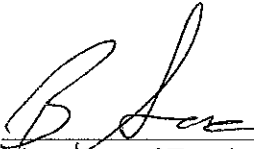
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Bart Swisher  
Printed Name of Employee

  
Signature of Employee

2-5-24  
Date

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Cheryl Bauersachs  
Printed Name of Employee

Cheryl Bauersachs      1/31/2024  
Signature of Employee      Date



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Cindy Krisby  
Printed Name of Employee

Cindy Krisby  
Signature of Employee

2/1/24  
Date

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Thies Farm excavating and hauling/trucking  
\_\_\_\_\_  
\_\_\_\_\_
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Jeremy Thies  
Printed Name of Employee

JTO TB      1-31-24  
Signature of Employee      Date

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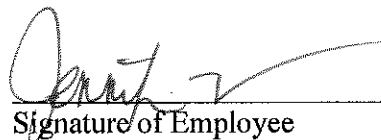
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Jennifer Nugent  
Printed Name of Employee

  
Signature of Employee

1/31/24  
Date

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"None"

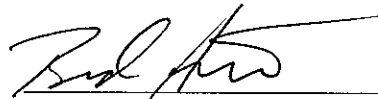
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Brad Austin  
Printed Name of Employee

  
Signature of Employee

01-31-2024  
Date

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\_\_\_\_\_

4. Agree to disclose to the EVP/GM or legal counsel immediately, as required by Policy 220, any material facts that become known to me regarding actual or potential employment, income, competition, conflict of interest transactions or any other benefit received that could impact EECA services and my compliance with EECA policies.
5. Agree that, if, pursuant to EECA policies, any report of a violation will be investigated promptly and, if required, appropriate action for infractions will be taken after due consideration of all the facts and circumstances.

July G. Loesing      July G. Loesing      1-31-24  
Printed Name of Employee      Signature of Employee      Date

**CONFLICT OF INTEREST CERTIFICATION**  
**DISCLOSURE OF ECONOMIC INTERESTS**  
**AGREEMENT TO CONFIDENTIALITY**

I, the undersigned staff member ("Staff") of the Egyptian Electric Cooperative Association ("EECA"):

1. Affirm that I have received, read, and understand the current versions of Policy 220 Business Ethics certify to the best of my knowledge, that I am in compliance with that policy.
2. Agree I shall not disclose confidential information of EECA that would constitute a violation of EECA policies or otherwise prove to be detrimental to EECA.
3. Disclose the following material facts known to me regarding actual or potential employment, income, competition, conflict of interest transactions or any other benefit received that could adversely impact EECA, the services it provides and my compliance with EECA policies (if none indicate "None"):

None

4. Agree to disclose to the EVP/GM or legal counsel immediately, as required by Policy 220, any material facts that become known to me regarding actual or potential employment, income, competition, conflict of interest transactions or any other benefit received that could impact EECA services and my compliance with EECA policies.
5. Agree that, if, pursuant to EECA policies, any report of a violation will be investigated promptly and, if required, appropriate action for infractions will be taken after due consideration of all the facts and circumstances.

Travis Deberding  
Printed Name of Employee

[Handwritten Signature]  
Signature of Employee

\_\_\_\_\_ Date