

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

March 25, 2026

A Special Hybrid Meeting of the Ad Hoc CEO Performance and Compensation Committee of the Joint 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 Wednesday, March 25, 2026 at 2:30 p.m.

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

The following Committee Members participated via Zoom unless otherwise noted:

East Norwalk, Third Taxing District: Kevin Barber
Groton Utilities: Ronald Gaudet
Groton Municipal Representative: Mark Oefinger
Jewett City Department of Public Utilities: Elier Alvarado
Norwich Public Utilities: Jeff Brining (in person; joined at 2:39 p.m.)
South Norwalk Electric & Water: Alan Huth

The following Non-Voting Members participated via Zoom:

Bozrah Light & Power: William Ballinger
East Norwalk Municipal Representative: Pete Johnson
Jewett City Department of Public Utilities: Louis Demicco (left at 4:46 p.m.)
Jewett City Municipal Representative: George Kennedy

The following CMEEC staff participated in person:

Lauren Gaudet, Engagement Strategist

Others who participated via Zoom:

David Silverstone, Esquire, Municipal Electric Consumer Advocate
Winston Tan, Intandem, LLC

Ms. Gaudet recorded.

Committee Chair Barber called the meeting to order at 2:30 p.m. He requested that participants mute their microphones if any background noise is present.

Specific Agenda Item

A Public Comment Period

No public comment was made.

B Roll Call

Ms. Gaudet conducted a roll call to identify the voting persons at today's meeting and confirmed a quorum of the Committee was present.

C Approve the Minutes of the July 7, 2025 Special Hybrid Meeting of the Ad Hoc CEO Performance and Compensation Committee

A motion was made by Committee Member Alvarado, seconded by Committee Member Gaudet to approve the minutes of the July 7, 2025 Special Hybrid Meeting of the Ad Hoc CEO Performance and Compensation Committee.

Motion passed unanimously.

D Annual Review of the Ad Hoc CEO Performance and Compensation Committee Charter

Committee Chair Barber indicated that Ms. Gaudet would present the revisions proposed by CMEEC staff to Ad Hoc CEO Performance and Compensation Committee Charter.

Ms. Gaudet walked the Committee through the proposed edits, noting that most were minor and consistent with revisions made this year to the other Committee Charters. She explained that the only substantive proposed change related to the Committee Member onboarding process, to allow for greater flexibility in how onboarding is conducted.

At this time, Committee Chair Barber entertained a motion to recommend the adoption of the amended Ad Hoc CEO Performance and Compensation Committee Charter, as discussed at today's meeting, to the Board of Directors.

A motion was made by Committee Member Oefinger, seconded by Committee Member Huth to recommend the adoption of the amended Ad Hoc CEO Performance and Compensation Committee Charter, as discussed at today's meeting, to the Board of Directors.

Motion passed unanimously.

E Possible Executive Session to Discuss CEO Performance Survey Results Pursuant to C.G.S. § 1-200(6)(A)

After a brief discussion of potential modifications to the CEO Performance Appraisal structure and whether the CEO's goals for the coming year should be discussed in public session, Committee Chair Barber entertained a motion to enter executive session.

A motion was made by Committee Member Gaudet, seconded by Committee Member Alvarado to enter executive session. Committee Member Oefinger abstained.

Motion passed.

The basis for entering executive session is pursuant to Connecticut General Statutes Section 1-200(6)(A).

Committee Members, Non-Voting Members in attendance, Mr. Silverstone (pursuant and subject to his NDA), Mr. Tan, and Ms. Gaudet remained.

The Committee entered executive session at 2:41 p.m. with instructions to return to public session upon completion of discussion in executive session.

The Committee re-entered public session at 4:52 p.m.

No formal actions were taken in executive session.

F Discussion of Next Steps in Annual CEO Review Process

Committee Chair Barber explained that Ms. Gaudet will circulate another poll to determine when the Committee would be available to meet, with the goal of scheduling the next Committee meeting within the next month. He noted that the results of the 2026 CEO Performance Appraisal would be provided to Mr. Meisinger and discussed at the meeting, along with the related compensation adjustment and both the Board's and Mr. Meisinger's proposed goals for the upcoming year.

G Adjourn

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

Motion passed unanimously.

The meeting was adjourned at 4:54 p.m.