

Bylaws of Fleming-Mason Energy Cooperative, Inc.

Adopted

It shall be the aim of Fleming-Mason Energy Cooperative, Inc. to make electric energy available to its members on an area coverage basis at the lowest cost consistent with sound economy and good management.

ARTICLE I MEMBERSHIP

SECTION 1. Requirements for Membership. Any person, firm, association, corporation, or body politic or subdivision thereof may become a member of the Fleming-Mason Energy Cooperative, Inc. (hereinafter called the "Cooperative") by:

- (a) Signing of an application for membership in the Cooperative and payment of the membership fee hereinafter specified; or
- (b) Payment of the first bill received from the Cooperative for electric energy and the membership fee hereinafter specified.

Provided, however, the membership application or payment of the first electric bill shall be accompanied by the membership fee provided for in Section 5, together with any service security deposit, service connection deposit or fee, facility extension fee or contribution in aid of construction [hereinafter referred to as other deposits or fees] that may be required by the Cooperative. No member may hold more than one membership in the Cooperative, and no membership in the Cooperative shall be transferable, except as provided in these bylaws. A member shall comply with and be bound by all of the provisions of the Articles of Incorporation and Bylaws of the Cooperative and such rules, regulations and policies as may, from time to time, be adopted by the Cooperative Board of Directors. An applicant or member may "for good cause shown" be rejected for membership or expelled from membership, as the case may be, by vote of the board of directors and a notice of rejection shall be sent to the applicant or Member.

SECTION 2. Membership Certificates. Membership in the Cooperative shall be evidenced by a membership certificate which shall be in such form and shall contain such provisions as shall be determined by the board. Such certificates shall be signed by the President and by the Secretary of the Cooperative and the corporate seal shall be affixed thereto. No membership certificate shall be issued for less than the membership fee fixed in these bylaws, nor until such membership fee has been fully paid for. In case a certificate is lost, destroyed or mutilated, a new certificate may be issued therefor upon such uniform terms and indemnity to the Cooperative as the board may prescribe.

SECTION 3. Joint Membership. Individuals recognized in a legally recognized marriage may apply for a joint membership and, subject to their compliance with the requirements set forth in Section 1 of this Article, may be accepted for such membership. The term "member" as used in these bylaws shall be deemed to include individuals recognized in a legally recognized marriage holding a joint membership and any provisions relating to the rights and liabilities of membership shall apply equally with respect to the holders of a joint membership. Without limiting the generality of the foregoing, the effect of the hereinafter specified actions by or in respect of the holders of a joint membership shall be as follows:

- (a) The presence at a meeting of either or both shall be regarded as the presence of one member and shall have the effect of revoking a proxy executed by either or both and of constituting a joint waiver of notice of the meeting;
- (b) The vote of either separately or both jointly shall constitute one joint vote;
- (c) A proxy executed by either or both shall constitute one joint proxy;
- (d) A waiver of notice signed by either or both shall constitute a joint waiver;
- (e) Notice to either shall constitute notice to both;
- (f) Expulsion of either shall terminate the joint membership;
- (g) Withdrawal of either shall terminate the joint membership;
- (h) Either but not both may be elected or appointed as an officer or director, provided that both meet the qualifications for such office.

SECTION 4. Conversion of Membership.

- (a) A membership may be converted to a joint membership upon the written request of the holder thereof and the agreement by such holder and his or her spouse to comply with the articles of incorporation, bylaws and rules and regulations adopted by the board of directors. The outstanding membership certificate shall be surrendered, and shall be reissued by the Cooperative in such manner as shall indicate the changed membership status.
- (b) Upon the death of either spouse who is a party to the joint membership, such membership shall be held solely by the survivor. The outstanding membership certificate shall be surrendered, and shall be reissued in such manner as shall indicate the changed membership status; provided, however, that the estate of the deceased shall not be released from any debts due the Cooperative.

SECTION 5. Membership and Service Connection Fees. The membership fee shall be ten dollars, upon the payment of which a member shall be eligible for one service connection. A service connection fee of ten dollars shall be charged for each additional service connection which is refundable in accordance with Section 7C.

SECTION 6. Purchase of Electric Energy. Each member shall, as soon as electric energy shall be available, purchase from the Cooperative all electric energy purchased for use on the premises specified in his application for membership, and shall pay therefor monthly at rates which shall from time to time be fixed by the board of directors; provided, however, that the Board of Directors may limit the amount of electric energy which the Cooperative shall be required to furnish to any one member. It is expressly understood that amounts paid for electric energy in excess of the cost of service are furnished by members as capital and each member shall be credited with the capital so furnished as provided in these Bylaws. Each member shall pay to the Cooperative such minimum amount per month regardless of the amount of electric energy consumed, as shall be fixed by

the board from time to time. Each member shall also pay all amounts owed by him to the Cooperative as and when the same shall become due and payable. Production or use of electric energy on such premises, regardless of the source, thereof, by means of facilities which shall be interconnected with cooperative facilities, shall be subject to appropriate regulations as shall be fixed from time to time by the cooperative.

SECTION 7. Termination of Membership.

(a) Membership in the Cooperative and a certificate representing the same shall not be transferable, except as hereinafter otherwise provided. Any member may withdraw from membership upon compliance with such uniform terms and conditions as the board may prescribe. The board of the Cooperative may by the affirmative vote of not less than two-thirds of all the directors, expel any member who fails to comply with any of the provisions of the articles of incorporation, bylaws or rules or regulations adopted by the board of directors, but only if such member shall have been given written notice by the Secretary of the Cooperative that such failure makes him liable to expulsion and such failures shall have continued for at least ten days after such notice was given. Any expelled member may be reinstated by vote of the board or by vote of the members at any annual or special meeting. The membership of a member who for a period of six (6) months after service is available to him, has not purchased electric energy from the Cooperative, or of a member who has ceased to purchase energy from a cooperative, shall be canceled by resolution of the board of directors.

(b) Upon the withdrawal, death, cessation of existence or expulsion of a member, the membership of such member shall thereupon terminate, and the membership certificate of such member shall be surrendered forthwith to the Cooperative. Termination of membership in any manner shall not release a member or his estate from any debts due the Cooperative.

(c) In case of withdrawal or termination of membership in any manner, the Cooperative shall repay to the member the amount of the membership fee or connection fee paid in cash by him, provided, however, that the Cooperative shall deduct from the amount of the membership fee or connection fee the amount of any debts or obligations owing from the member to the Cooperative; and, provided further, however, that any membership fee which has been paid, in whole or in part, by the application of capital credited to the account of a non-member patron as provided in these bylaws, shall be repaid to the member only in accordance with the provisions of these bylaws with respect to the retirement of patronage capital.

ARTICLE II RIGHTS AND LIABILITIES OF MEMBERS

SECTION 1. Property Interest of Members. Upon dissolution, after (a) all debts and liabilities of the Cooperative shall have been paid, and (b) all capital furnished through patronage shall have been retired as provided in these bylaws, the remaining property and assets of the Cooperative shall be distributed among the members.

SECTION 2. Non-liability for debts of the Cooperative. The private property of the members shall be exempt from execution or other liability for the debts of the Cooperative and no member shall be liable or responsible for any debts or liabilities of the Cooperative.

SECTION 3. Grant of Easement. Members without being paid compensation therefore, grant the Cooperative necessary rights, privileges, and easement to construct, extend, operate, replace, repair, upgrade, remove and perpetually maintain electric utility lines, appurtenant facilities and meters, and other secondary utility attachments of a similar nature of the Cooperative or a third party Cooperative lessee or licensee on, over and under the property owned or occupied by Member, including specifically the right and privilege to cut down and/or treat with herbicides any and all trees, bushes and other vegetation of such height and located in such proximity to Cooperative's lines that may or potentially interfere and/or create a hazard to the operation of such lines. Upon request Member will provide a properly signed recordable easement required by the Cooperative for the installation and maintenance of the Cooperative's electric transmission or distribution and appurtenant facilities, existing or future. The easement granted herein shall exist whether Member has executed a written easement or not. Said easement is for the granting Member's benefit and the benefit of all other Members of the Cooperative.

SECTION 4. The Articles of Incorporation, these Bylaws, and Member Application are contracts between the Cooperative and Member. By becoming a Member, Member acknowledges that: a. Every member is a vital and integral part of the Cooperative; b. the Cooperative's successful operation depends upon each Member complying with the governing documents and contracts; and c. Members are united in an interdependent relationship.

ARTICLE III MEETING OF MEMBERS

SECTION 1. Annual Meeting. The annual meeting of the members shall be held between May 1 and July 31 of each year, the exact date being at the discretion of the Board of Directors, at such place in the County of Fleming, State of Kentucky, as shall be designated in the notice of the meeting, for the purpose of electing directors, passing upon reports for the previous fiscal year and transacting business as may come before the meeting. It shall be the responsibility of the board to make adequate plans and preparation for the annual meeting. If the day fixed for the annual meeting shall fall on a legal holiday, that meeting shall be held on the next succeeding business day. Failure to hold the annual meeting at the designated time shall not work a forfeiture or dissolution of the Cooperative.

SECTION 2. Special meetings. Special meetings of the members may be called by resolution of the board, or upon a written request signed by any three directors, by the President, or by ten per cent or more of all the members, and it shall thereupon be the duty of the Secretary to cause notice of such meeting to be given as hereinafter provided. Special meetings of the members may be held at any place within the County of Fleming, State of Kentucky, specified in the notice of the special meeting.

SECTION 3. Notice of Members' meetings. Written or printed notice stating the place, day and hour of the meeting and, in case of a special meeting or an annual meeting at which business requiring special notice is to be transacted, the purpose or purposes for which the meeting is called, shall be delivered not less than ten days nor more than twenty-five days before the date of the meeting, either personally or by mail, by or at the direction of the Secretary, or upon a default in duty by the Secretary, by the persons calling the meeting, to each member. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail, addressed to the member at his address as it appears on the records of the Cooperative, with postage thereon prepaid. The failure of any member to receive notice of an annual or special meeting of the members shall not invalidate any action which may be taken by the members at any such meeting.

SECTION 4. Quorum. Fifty members present in person shall constitute a quorum. If less than a quorum is present at any meeting, a majority of those present in person may adjourn the meeting from time to time without further notice.

SECTION 5. Voting. Each member shall be entitled to only one vote upon each matter submitted to a vote at a meeting of the members. All questions shall be decided by a vote of a majority of the members voting thereon in person or by proxy, except as otherwise provided by law, the articles of incorporation or these bylaws.

SECTION 6. Proxies. A member may vote by proxy executed in writing by the member. Such proxy shall be filed with the Secretary before or at the time of the meeting. No proxy shall be valid after sixty days from the date of its execution. No proxy shall be valid unless it shall designate the particular meeting at which it is to be voted and no proxy shall be voted at any meeting other than the one so designated or any adjournment of such meeting. A member may give his proxy only to another member or to an adult relative living in the same house with such member. No person may vote more than one proxy at any meeting provided, however, that any person may vote an unlimited number of proxies upon resolutions pertaining to a sale, mortgage, lease, or other disposition or encumbrance of property to the United States of America, or any agency or instrumentality thereof, the National Rural Utilities Cooperative Finance Corporation, and any other agency where mortgage arrangements can be accommodated and approved by the Rural Utilities Service, upon resolutions pertaining to issuance by the Cooperative to United States of America, or any agency instrumentality thereof, the National Rural Utilities Cooperative Finance Corporation, and any other agency where mortgage arrangements can be

accommodated and approved by the Rural Utilities Service, of obligations in the form of bonds, notes, debentures, interim certificates, or other evidences of indebtedness, and upon resolutions pertaining to amendments of the articles of incorporation of the Cooperative.

SECTION 7. Business. The Board of Directors by affirmative vote may place for consideration any item of business on the agenda of the annual meeting for action by the members. Any member or group of members may place an item on the agenda of the annual meeting for consideration and action by the members by submitting to the Secretary of the Cooperative on or before March 31st of the year of the annual meeting the proposed action item, a request that it be placed on the agenda of the annual meeting, and a petition signed by one hundred (100) members supporting the proposed action. No proposed business for consideration by a member may be considered at the annual meeting unless it is submitted according to this Section.

SECTION 8. Order of Business. The order of business at the annual meeting of the members and, so far as possible, at all other meetings of the members, shall be essentially as follows:

1. Report on the number of members present in person in order to determine the existence of a quorum.
2. Report on the number of members represented by proxy and the names of their respective proxies.
3. Reading of the notice of the meeting and proof of the due publication or mailing thereof, or the waiver or waivers of notice of the meeting as the cases may be.
4. Reading of unapproved minutes of previous meetings of the members and the taking of necessary action thereon.
5. Presentation and consideration of reports of officers, directors, and committees.
6. Announcement of results of Director elections.
7. Unfinished business.
8. New business, as proposed under Section 7 guidelines.
9. Adjournment.

ARTICLE IV DIRECTORS

SECTION 1. General Powers. The business and affairs of the Cooperative shall be managed by a board of seven directors which shall exercise all of the powers of the Cooperative except such as are by law, the articles of incorporation or these bylaws conferred upon or reserved to the members.

The geographical area of the Cooperative shall be divided into seven Districts based on an approximate equal number of members in each so that each of the seven directors will represent the District in which they live.

These Districts shall be known and are generally described as:

District 1 – Bracken County, Robertson County and all of Mason County west of Kentucky Highway 11.

District 2 – Mason County east of Kentucky Highway 11, Lewis County west of Kentucky Highway 57 including the city limits of Tollesboro and Northern Fleming County including Mount Carmel, Foxport and Poplar Grove.

District 3 – Lewis County east of Kentucky Highway 57 excluding the city limits of Tollesboro.

District 4 – Nicholas County and western Fleming County including the City of Flemingsburg.

District 5 – Fleming County east of Kentucky Highway 11, east of Kentucky Highway 57 up to Maddox Pike, and north of Colfax Road.

District 6 – Bath County, Fleming County south of Colfax Road; Rowan County west of the Farmers/Sharkey exit on Interstate 64 excluding the Eagle Trace Development.

District 7 – Rowan County east of the Farmers/Sharkey exit on Interstate 64 including the Eagle Trace Development.

The exact boundaries of the districts are recorded on a master map maintained in the headquarters office of the Cooperative which is available to all members at any time and may be changed every five years if necessary to keep the number of members in each relatively equal.

SECTION 2. Tenure of office. Directors shall be elected according to these Bylaws for terms of three years according to the following schedule:

2026	2027	2028
District 1	District 2	District 3
District 4	District 5	District 6
	District 7	

Directors shall continue to be elected for three year terms on the same rotating schedule listed above. Directors shall serve until the Annual Meeting during the year in which their term expires and until their successors have been elected and qualified.

The election of directors shall be by plurality vote of the members and conducted by mail in ballot as set forth in these Bylaws. All directors are eligible for re-election.

If the results of the election of directors is not announced on the day designated herein for the annual meeting, due to cancellation or adjournment thereof, the directors shall be deemed elected nonetheless and shall take office and a special meeting of the members shall be held for the purpose of announcing the election of directors within a reasonable time thereafter.

SECTION 3. Qualifications.

(a) To become and remain a director, a person must comply with the following general qualifications:

- (1) Be an individual and a member in good standing of Fleming-Mason Energy Cooperative, Inc.;
 - (2) Have the capacity to enter into legally binding contracts;
 - (3) Before becoming a Director, graduate from a high school or earn an equivalent diploma or certification;
 - (4) While a Director, or prior to becoming a Director, not be convicted of or plead guilty to a felony;
 - (5) While a Director, or prior to becoming a Director, not have a final judgment entered against them involving fraud, ethical violation, discrimination and/or acts of harassment by a state court of competent jurisdiction or a United States Federal Court;
 - (6) While a Director and seven years immediately before becoming a Director, not been a debtor in a federal bankruptcy proceeding or a similar proceeding under applicable state law such as insolvency, liquidation, receivership, reorganization or assignment for the benefit of creditors;
 - (7) While a Director and seven years immediately before becoming a Director, not have been a party to a foreclosure or other proceeding (judicial or non-judicial) which proceeding is or was instituted because of the director's default on indebtedness.
 - (8) While a Director and for three years immediately before becoming a Director not be an employee of Fleming-Mason Energy Cooperative, Inc.
 - (9) While a Director and for three years immediately before becoming a Director not be an elected government official, local, state or federal.
 - (10) Except as otherwise provided by the Board of Directors for good cause shown, within two years of election of becoming a director of Fleming-Mason Energy Cooperative, Inc., receive a Credentialed Cooperative Director designation or certification from the National Rural Electric Cooperative Association.
 - (11) Except as otherwise provided by the Board of Directors for good cause shown, attend all properly noticed Regular and Special Board Meetings and Committee Meetings.
 - (12) While a Director, must not breach the Director's fiduciary duties to the Cooperative, violate confidences, or engage in illegal activity under the color of authority as a Director; and
 - (13) Comply with any other reasonable qualifications determined, made, adopted, amended and/or promulgated in policies or rules of the Cooperative, not inconsistent with law, the Articles of Incorporation, regulations or these Bylaws.
- (b) Conflict of Interest Director Qualifications: To become or remain a Director, a person must comply with the following conflict of interest qualifications:
- (1) Prior to becoming a Director and annually thereafter complete and sign a conflict of interest certification and disclosure form approved by the Board of Directors;
 - (2) While a Director and during the three years immediately before becoming a Fleming-Mason Director, not be an employee of Fleming-Mason or an employee of a related entity;
 - (3) While a Director and during the one year immediately before becoming a Director, not advance or have a Related Individual that advances the individual's financial interest by competing with Fleming-Mason.
- (Related Individual means an individual: (1) Who is spouse of an

Official; (2) Who is or is the spouse or, a child, stepchild, grandchild, parent, step parent, grandparent, sibling, step sibling, half sibling, aunt, uncle, niece or nephew of an Official or the Official's spouse; (3) Residing with an Official; (4) For whom an Official is a trustee, guardian, personal representative or similar fiduciary; or (5) Employing an Official.

Official means a Director, Officer or Key Employee.

(c) Director Disqualification.

After being elected or appointed, if a Director does not comply with all Director Qualifications and Conflict of Interest Director Qualifications (collectively, "Director Qualifications"), then, except as otherwise provided by the Board for good cause, the Board shall disqualify the Director and the individual is no longer a Director if:

- (1) The Board notifies the Director in writing or electronically of the basis for and provides the Director an opportunity to comment regarding the Board's proposed disqualification; and
- (2) Within sixty (60) days after the Board notifies the Director of the proposed disqualification, the Director neither complies with nor meets the Director Qualification.

If a majority of directors authorized by these bylaws complies with the Director Qualifications and approves or disapproves a Board action, then the failure of a Director to comply with the Director Qualifications does not affect the Board action.

Nothing in this section shall be construed to affect in any manner whatsoever the validity of any action taken at any previous meeting of the Board of Directors.

SECTION 4. Nominations.

(a) The Board of Directors shall appoint no later than close of business on the 50th day prior to the Annual Meeting of the members nor more than 120 days prior to the Annual Meeting of the members, a Committee of Nominations consisting of not less than five (5) and no more than eleven (11) members of the Cooperative, with at least two members being appointed from each district for which director election is upcoming at the annual meeting. No officer or member of the Board of Directors of the Cooperative shall be appointed a member on the Committee of Nominations.

(b) The Committee on Nominations shall select and nominate a candidate to run for office of director for each District to fill the vacancy caused the expiration of a Director's term. The Committee on Nominations shall prepare and post at the principal office of the Cooperative at least fifty (50) days prior to the Annual Meeting the list of nominations for directors.

(c) Any fifty (50) or more qualified members of a district may, by written or printed petition, make other nominations from the membership of their district for the office of Director, by affixing their signatures to the petition. Each signature upon the Petition must be dated within 120 days of the annual meeting and must include the signors printed name, address and telephone number. In no event shall a member sign a petition for more than one (1) candidate. In the event a member signs petitions for more than one (1) candidate, then his signature shall be invalid on all petitions signed by him. Petition or petitions by qualified members nominating candidates for the Office of Director shall be filed at the Headquarters Office of the Cooperative during regular office hours of the Cooperative, but in no event later than close of business on the 50th day prior to the date set for the Annual Meeting and said nominating petitions shall be posted by the Secretary of the Cooperative in a conspicuous manner in the lobby of the Cooperative Headquarters Building not less than forty (40) days prior to the date set for the Annual Meeting if, after examination by the Provost, it is determined by the Provost that the petition or petitions meet the requirements of the Bylaws, Articles of Incorporation and the laws of the Commonwealth of Kentucky. A cut-off date of 90 days prior to the Annual Meeting shall be established in determining whether a member is in good standing and qualified for the purposes of signing nominating petitions and/or voting in the election of Directors.

SECTION 5. Appointment of Provost. The Board of Directors shall have the duty of naming a Provost, who shall be an independent accountant (a) who is a Certified Public Accountant licensed by the Commonwealth of Kentucky and/or (b) who holds an accounting or business degree, to be in charge of Directors' elections.

SECTION 6. Duties of Provost Regarding Nominations. The duties of the Provost regarding nominating petitions shall be as follows:

- (a) The Provost of the election shall examine and audit the petition or

petitions filed by the candidates for election to the office of Director to determine if the petition or petitions comply with the requirements of the Kentucky Revised Statutes, the Articles of Incorporation and these Bylaws.

(b) The Provost is granted the power and authority to pass upon and determine the validity of each of the signatures and addresses on the petition or petitions to determine if those signing are qualified members in good standing of the Cooperative and entitled to vote for the election of Directors.

(c) If the Provost shall disapprove a signature and/or address on a petition or petitions, he shall list same in writing giving the reason or reasons why said signature and/or address was not approved.

(d) The Provost shall determine if the required number of qualified voting members have signed the petition or petitions after having deducted from the petition or petitions the names disapproved by him because the name and/or addresses on said petition or petitions fail to comply with the Kentucky Revised Statutes, the Articles of Incorporation of the Cooperative, or these Bylaws. If the petition or petitions do not contain the signatures and addresses of the required number, then the Provost shall not certify to the Secretary of the Cooperative the name or names of the candidates on said petition or petitions to be placed upon the official ballot for the district.

Upon the completion of the examination and audit of the petition or petitions by the Provost, he shall certify to the Secretary of the Cooperative the name or names of those persons properly nominated by petition or petitions so that those so nominated may be listed on the official ballot for the district.

SECTION 6. Preparation of Official Ballot. After the Provost has certified the names of the candidates nominated by petition or petitions to be placed upon the official ballot, it shall be the duty of the Secretary to prepare a printed ballot of those persons duly nominated either by the Committee on Nominations or by nominating petition within five (5) days after the nominating petitions are required to be posted. After receiving the nominations, the Secretary will contact those persons nominated and give them an opportunity to furnish biographical information. This information is to be included with the official ballot which is sent to all the members as required by the Bylaws. The Secretary shall have the right to require the candidate to limit such biographical information to not more than two hundred (200) words. The printed ballot shall list separately the person nominated by the Nominating Committee and those persons nominated by petition in alphabetical order and labeled in such a manner as to note which candidate appears on the ballot by nomination of the Committee on Nominations and which appears on the ballot by nomination by petition. It shall be the further duty of the Secretary to see that the official ballots are mailed to each active and qualified member at his or her address shown on the Cooperative records for those districts which are up for election not later than thirty (30) days prior to said Annual Meeting at which the results of said election are to be announced. A cut-off day of 90 days shall be used in determining whether a member is in good standing and is qualified to vote in said election.

The official ballot shall be inscribed with instructions by the Secretary of the Cooperative that all official ballots must be returned only by U.S. mail and received by the Provost of the Cooperative or his designee not less than five (5) days prior to said Annual Meeting.

Section 7. Voting by District. A member who lives within the service territory of the Cooperative shall be considered a "resident member." A member who does not live within the service territory of the Cooperative shall be considered a "non-resident member." A resident member shall be entitled to vote only in the director election for the district where he resides unless the resident member receives service in more than one district. If a resident member receives service in more than one district he shall be entitled to vote only in the director election for the district where he received the largest usage of electricity for the previous calendar year unless he selects the district where he lives as his voting district by so notifying the Cooperative by February 1 of the year when a director election is scheduled for the district where he lives. Once a resident member who has service in more than one district selects the district where he resides as his voting district he shall be prohibited from changing his voting district unless he moves outside of that district, in which event, he shall then select another voting district. A non-resident member shall be eligible to vote in a district where he receives service. In the event a non-resident member receives service in more than one district he shall

select a voting district. If a non-resident member who receives service in more than one district fails to select a voting district, he shall be entitled to vote only in the director election for the district where he receives the largest usage of electricity for the previous calendar year. Once a non-resident member selects a voting district he shall be prohibited from changing his voting district unless his service is terminated in that district, in which event he shall then select another voting district.

SECTION 8. Official Ballots. Each official ballot for each district shall be placed with an envelope labeled Ballot Envelope within a Return Envelope bearing postage prepaid, addressed to the Provost or his designee all in a Cover Envelope, all of which shall be mailed by the Provost of the Cooperative to each member eligible to vote in the district.

SECTION 9. Execution of Ballot. The official ballot shall be marked by the eligible member and then may be placed in the Ballot Envelope and sealed. The Ballot or the sealed Ballot Envelope, with the official ballot enclosed, shall then be placed in the Return Envelope which is addressed to the Provost with postage prepaid. The Return Envelope shall then be signed by the member in the space provided on the Return Envelope so it can be determined by the Provost whether the person signing the Return Envelope is an eligible voting member of the Cooperative and the district. The Return Envelope shall then be mailed to the Provost of the Cooperative.

The Return Envelope shall be deposited in a locked ballot box or boxes at the Flemingsburg Post Office and remain at said Post Office until called for by the Provost.

SECTION 10. Elections. The Provost named by the Board of Directors in charge of Directors' elections, shall count the ballots as expeditiously as may be possible following the placement in his hands of said ballots. The Provost shall give at least 24 hour verbal or written notice to each person nominated for Director the time and date when the counting of the ballots shall commence. During the counting of the ballots only the following persons may be present in the counting room:

- (a) personnel of the Cooperative directly engaged in the election process;
- (b) the Provost and his employees; and
- (c) a person nominated for Director or one representative of such person properly authorized by the nominee in writing.

After the ballots have been duly counted the results of the elections shall be announced at the subsequent Annual Meeting of members and the person receiving the highest number of votes in each district shall be declared elected and duly sworn by the Cooperative's attorney. In the event the annual meeting is canceled or adjourned without announcement of election results, the winning candidates for director shall be deemed elected and shall take office that date.

In the event of a tie vote, the Director shall be selected by a toss of a coin. The following shall not be counted:

- (a) Ballots marked for more than one candidate;
- (b) Ballots other than the official ballot;
- (c) Ballots not received through the United States mail; and
- (d) Ballots arriving late.

SECTION 11. Counting of Votes by Provost. The duties of the Provost regarding votes and counting shall be as follows:

- (a) After the opening of the post office for business on the fifth (5th) day prior to the Annual Meeting of the members, but in no event later than 9 a.m. on the morning of the fourth (4th) day prior to the Annual Meeting of the members, the Provost shall remove from the United States Post Office at Flemingsburg, Kentucky, the locked ballot box or boxes containing the Return Envelopes and transfer the locked ballot box or boxes to the Headquarters Building of the Cooperative.
- (b) The Provost shall unlock the box or boxes obtained at the Post Office which contain the Return Envelopes and examine each Return Envelope to ascertain if it has been properly signed, mailed, and received by the Cooperative at its Post Office Box at least five (5) days before the day of the Annual Meeting.
- (c) Any and all Return Envelopes found by the Provost not to conform to the provisions and requirements of these Bylaws shall not be opened but shall be immediately placed in a locked ballot box or boxes labeled "Rejected Returned Envelopes or Ballots" which locked ballot box or

boxes shall be retained by the Provost in safekeeping until 60 days after the date of the completion of the counting of the ballots.

(d) When the unopened Return Envelope is found by the Provost to be in conformity of the provisions and requirements of the Bylaws, the Provost shall see that the membership records are marked so as to indicate the member has voted. The Return Envelopes that are found to be in conformity with provisions and requirements of these Bylaws shall then be placed in a locked ballot box labeled "Accepted Return Envelopes." In the event another unopened Return Envelope is found by the Provost to be from the same voting member, the Provost shall then remove the unopened Return Envelope theretofore approved from the "Accepted Return Envelopes" box and attach to it the second unopened Return Envelope and note on the back of the unopened Return Envelopes the reason for rejection and then place both of the unopened Return Envelopes in the locked ballot box labeled "Rejected Returned Envelopes or Ballots."

(e) A person nominated for Director or his representative may object to the decision of the Provost as to the approval or rejection of any Return Envelopes. If there is an objection to a Return Envelope by a person nominated for Director or his representative, the objected to Returned Envelope shall be placed in a locked ballot box designated "Objected Returned Envelopes or Ballots" with an explanation thereon of the person making the objection and his reasons therefore. The Provost shall then place the remaining Return Envelopes in the lock box or boxes for "Accepted Returned Envelopes." The Provost shall then open the accepted return envelopes and remove the ballot envelope unopened and place same in a locked box labeled "Accepted Ballot Envelopes" until all such accepted return envelopes have been opened. The Provost shall then open the locked box or boxes labeled "Accepted Ballot Envelopes" which contain the unopened official Ballot Envelopes and open each official Ballot Envelope and tabulate all valid votes cast on each official ballot and place the tabulated ballots in a locked ballot box designated "Counted Ballots".

(f) Any official ballot which is deemed invalid by the Provost for reasons set forth in these Bylaws shall be placed by the Provost in the locked ballot box or boxes labeled "Rejected Return Envelopes or Ballots" unless there is an objection by a person nominated for Director or his representative, in which event the ballot for which an objection has been made shall be placed in the "Objected Returned Envelope" box or boxes with an explanation thereon of the person making the objection and his reason therefore.

(g) The Provost shall tabulate all valid votes cast on each official ballot for which there has been no objection made. The Provost shall count the ballots for which an objection has been made only if the number of objected ballots could make a difference in the outcome of the election. If the ballots for which an objection was made could make a difference in the outcome of the election, the Provost shall make his determination as to the validity of the objected ballot(s) and include only the objected ballot(s) he determines to be valid in his final tally. After the Provost's determination as to the validity and tabulation of the objected ballot(s), such ballot(s) shall be returned to the box or boxes labeled "Objected Return Envelopes or Ballots" which shall be kept locked.

(h) All box or boxes containing ballots shall be kept locked at all times except when the Provost is present.

(i) If the counting of the official ballots has not been completed at the time of adjournment of the counting, all official ballots unopened and uncounted shall be kept in the locked ballot box or boxes by the Provost until the counting of all official ballots is again begun in the presence of the Provost and this procedure shall continue until all valid official ballots have been counted and tabulated.

(j) The decision of the Provost shall be final as to all ballots cast unless there is an objection by the nominee for Director or his representative as above set forth. If a nominee for Director or his representative is not present for the counting of the ballots, the decision of the Provost as to the validity of each ballot shall be final.

(k) The Provost shall place all official and valid ballots which have been counted in a locked ballot box or boxes labeled "Counted Ballots" and shall retain the "Counted Ballots" box or boxes together with and the ballot box or boxes labeled "Rejected Returned Envelopes" and the locked ballot box or boxes labeled "Objected Returned Envelopes" unopened in safe-keeping for 60 days from the date of completion of the official counting and tabulating by him.

SECTION 12. Certification of Election by Provost. The Provost shall promptly, upon completion of the counting of the membership votes, certify in writing to the Secretary of the Board the names of the candidates and the number of votes received by each and shall also certify the name of the person having been elected as Director of each district.

SECTION 13. Procedure for Destroyed Ballot. In the event a voting member in good standing has his, her, or its ballot inadvertently destroyed, or the Return Envelope inadvertently destroyed, or the Cover Envelope with the covered contents therein was not received by the voting member, then upon the voting member having exhibited to the Provost his driver's license or a Social Security card, the Provost shall check the Cooperative's membership list to determine if he, she, or it is a voting member in good standing. The Provost shall then cause the voting member to execute an Affidavit before a Notary Public at the office of the Provost, and if the Provost approves, he may then and there only deliver to the voting member a Return Envelope, a Ballot Envelope, and a ballot. However, no Affidavit, Return Envelope, Ballot Envelope or ballot shall be delivered by the Provost after 5 p.m., on the sixth (6th) day prior to the Annual Meeting.

SECTION 14. Custody of Keys to Ballot Boxes. The Provost shall be responsible for the custody of the keys to all ballot boxes.

SECTION 15. Write-In Votes Prohibited. No write-in votes shall be permitted in the election of Directors.

SECTION 16. Election of Unopposed Candidates. Should the Committee on Nominations select a candidate to run for office of Director from a district and should no candidate be nominated from the membership of the district by written or printed petition within the prescribed time as set forth in Article IV, Section 4.05 of these Bylaws, then the Provost appointed by the Board of Directors pursuant to Article IV, Section 4.06 of these Bylaws shall certify to the Secretary of the Board that no petition has been filed within the prescribed time and that the candidate nominated by the Committee on Nomination elected by the Board for that district is therefore officially elected without opposition and it will be so announced at the Annual Membership Meeting and the nominee shall be deemed elected as of the date of the Annual Meeting to the Board for that district without the necessity of mailing official ballots through the United States mail and following the election procedures set forth in these Bylaws. The Director shall be deemed elected as of the date of annual meeting notwithstanding the cancellation of the annual meeting or adjournment for any reason including lack of quorum.

SECTION 17. Requesting Recount and Contesting Election of Directors. A candidate for election as director may within 30 days of the announcement of the election result request the Provost to recount the votes cast in his election. A person requesting a recount shall post a bond with the Provost in an amount to be determined by the Provost to equal the estimated cost of the recount. In the event the recount changes the election of a director, then the cost thereof shall be paid by the Co-op. However, in the event the recount does not change the election of the director, the cost of the recount shall be paid by the candidate requesting same and shall be secured by the bond. Any action to contest the election results of a director as certified by the Provost shall be filed in the Fleming Circuit Court not later than the 30th day following the Annual Meeting at which the election results were announced.

SECTION 18. Removal of Directors by Members. Any member may bring charges against a director and, by filing with the Secretary such charges in writing together with a petition signed by at least ten per centum of the members, may request the removal of such director by reason thereof. Such director shall be informed in writing of the charge at least ten days prior to the meeting of the members at which the charges are to be considered and shall have an opportunity at the meeting to be heard in person or by counsel and to present evidence in respect of the charges; and the person or persons bringing the charges against him shall have the same opportunity. The question of the removal of such director shall be considered and voted upon at the meeting of the members and any vacancy created by such removal may be filled by vote of the members at such meeting without compliance with the foregoing provisions with respect to nominations provided however that the successor must reside in the same district as the director in respect of whom the vacancy occurs.

SECTION 19. Vacancies. Subject to the provisions of these bylaws with respect to the filling of vacancies, a vacancy occurring in the board of directors shall be filled by the affirmative vote of a majority of the remaining directors, for the unexpired portion of the term. The Board of Directors may in its discretion leave any vacancy or vacancies unfilled, and/or alter the number of director districts.

SECTION 20. Compensation. Directors shall not receive any salary for their services as directors, except the board of directors may establish by resolution or policy a fixed monthly stipend for time and service, and/or a fixed sum and actual expenses for each meeting of the directors attended, and for other meetings which the members of the board of directors attend in their official capacity and in the interest of the electric cooperative, such attendance to be determined by the board of directors. No director shall receive compensation for serving the Cooperative in any other capacity, nor shall any close relative of a director receive compensation for serving the Cooperative, unless the payment and amount of compensation shall be specifically authorized by a vote of the members or the service by such director or close relative shall have been certified by the board of directors as an emergency measure.

ARTICLE V MEETING OF DIRECTORS

SECTION 1. Regular Meetings. The Board shall meet monthly in Fleming County, Kentucky at the date and time as determined by the Board of Directors. The Board may hold regular board meetings without notice, except as otherwise provided in these Bylaws.

SECTION 2. Special Meetings. Special meetings of the board may be called by the President or by any three directors and it shall thereupon be the duty of the Secretary to cause notice of such meeting to be given as hereinafter provided. The President or the directors calling the meeting shall fix the time and place (which shall be in Fleming County, Kentucky), for the holding of the meeting.

SECTION 3. Notice of Directors' Meetings. Written notice of the time, place and purpose of any special meeting of the board shall be delivered to each director not less than five days previous thereto either personally or by mail, by or at the direction of the Secretary, or upon a default in duty by the secretary, by the president or the directors calling the meeting. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail addressed to the director at his address as it appears on the records of the Cooperative, with postage thereon prepaid.

SECTION 4. Quorum. A majority of the board shall constitute a quorum, provided, that if less than such majority of the directors is present at said meeting a majority of the directors present may adjourn the meeting from time to time; and provided further, that the secretary shall notify any absent director of the time and place of such adjourned meeting. The act of the majority of the directors present at a meeting at which a quorum is present shall be the act of the board.

ARTICLE VI OFFICERS

SECTION 1. Number. The officers of the Cooperative shall be a president, chairman, vice chairman, secretary, treasurer, and such other officers as may be determined by the board from time to time. The offices of secretary and of treasurer may be held by the same person.

SECTION 2. Election and Term of Office. The officers shall be elected annually by the Board at the next regular or special meeting of the Board after the Annual Meeting of the members. If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as conveniently may be. Each officer shall hold office until the first meeting of the board following the next succeeding annual meeting of the members or until his successor is elected and qualified. A vacancy in any office shall be filled by the board for the unexpired term.

SECTION 3. Removal of Officers and Agents by Directors. Any officer or agent elected or appointed by the board may be removed by the board

whenever in its judgment the best interest of the Cooperative will be served thereby. In addition, any member of the Cooperative may bring charges against an officer, and by filing with the secretary such charges in writing together with a petition signed by ten per centum of the members, may request the removal of such officer. The officer against whom such charges have been brought shall be informed in writing of the charges at least ten days prior to the board meeting at which the charges are to be considered and shall have an opportunity at the meeting to be heard in person or by counsel and to present evidence in respect of the charges; and the person or persons bringing the charges against him shall have the same opportunity. In the event the board does not remove such officer, the question of his removal shall be considered and voted upon at the next meeting of the members.

SECTION 4. President. The president who may or may not be a member of the Board of Directors shall:

- (a) be the principal executive officer of the Cooperative, and unless otherwise determined by the members of the board, shall preside at all meetings of the members;
- (b) sign, with the secretary, certificates of membership, the issue of which shall have been authorized by the board or the members, and may sign any deeds, mortgages, deeds of trust, notes, bonds, contracts, or other instruments authorized by the board to be executed, except in cases in which the signing and execution thereof shall be expressly delegated by the board or by these bylaws to some other officer or agent of the Cooperative, or shall be required by law to be otherwise signed or executed; and
- (c) in general perform all duties incident to the office of president and such other duties as may be prescribed by the board from time to time.

SECTION 5. Chairman. The Chairman shall:

- (a) preside at all meetings of the board of directors;
- (b) in general perform all duties incident to the office of chairman and such other duties as may be prescribed by the board from time to time.

SECTION 6. Vice Chairman. In the absence of the chairman, or in the event of his inability or refusal to act, the vice chairman shall perform the duties of the chairman, and when so acting, shall have all the powers of and be subject to all the restrictions upon the chairman. The vice chairman shall also perform such other duties as from time to time may be assigned to him by the board.

SECTION 7. Secretary. The secretary shall:

- (a) keep the minutes of the meetings of the members and of the board in one or more books provided for that purpose;
- (b) see that all notices are duly given in accordance with these bylaws or as required by law;
- (c) be the custodian of the corporate records and of the seal of the Cooperative and affix the seal of the Cooperative to all certificates of membership prior to the issue thereof and to all documents the execution of which on behalf of the Cooperative under his seal is duly authorized in accordance with the provisions of these bylaws;
- (d) keep a register of the names and post office addresses of all members;
- (e) sign, with the president, certificates of membership, the issue of which shall have been authorized by the board or the members;
- (f) have general charge of the books of the Cooperative;
- (g) keep on file at all times a complete copy of the articles of incorporation and bylaws of the Cooperative containing all amendments thereto (which copy shall always be open to the inspection of any member) and at the expense of the Cooperative, forward a copy of the bylaws and of all amendments thereto to each member; and
- (h) in general perform all duties incident to the office of secretary and such other duties as from time to time may be assigned to him by the board.

SECTION 8. Treasurer. The Treasurer shall:

- (a) have charge and custody of and be responsible for all funds and securities of the Cooperative;
- (b) be responsible for the receipt of and the issuance of receipts for all moneys due and payable to the Cooperative and for the deposit of all such moneys in the name of the Cooperative in such bank or banks as

shall be selected in accordance with the provisions of these bylaws; and (c) in general perform all the duties to the office of Treasurer and such other duties as from time to time may be assigned to him by the board.

SECTION 9. Chief Executive Officer. The board may appoint a Chief Executive Officer who may be, but who shall not be required to be, a member of the Cooperative. The authority, duties and compensation of the Chief Executive Officer shall be fixed by the board and he shall perform such duties and shall exercise such authority as the board may from time to time vest in him.

SECTION 10. Bonds of Officers. The treasurer and any other officer or agent of the Cooperative charged with responsibility for the custody of any of its funds or property shall give bond in such sum and with such surety as the board shall determine. The board in its discretion may also require any other officer, agent or employee of the Cooperative to give bond in such amount and with such surety as it shall determine.

SECTION 11. Compensation. The powers, duties and compensation of officers, agents and employees shall be approved by the board, subject to the provisions of these bylaws with respect to compensation for directors and close relatives of directors.

SECTION 12. Reports. The officers of the Cooperative shall submit at each meeting of the members reports covering the business of the Cooperative for the previous fiscal year. Such reports shall set forth the condition of the Cooperative at the close of such fiscal year.

ARTICLE VII NON-PROFIT OPERATION

SECTION 1. Interest or Dividends on Capital Prohibited. The Cooperative shall at all times be operated on a cooperative non-profit basis for the mutual benefit of its patrons. No interest or dividends shall be paid or payable by the Cooperative on any capital furnished by its patrons.

SECTION 2. Patronage Capital In Connection with Furnishing Electric Energy. In the furnishing of electric energy the Cooperative's operations shall be so conducted that all patrons, members and non-members alike will through their patronage furnish capital for the Cooperative. In order to induce patronage and to assure that the Cooperative will operate on a non-profit basis the Cooperative is obligated to account on a patronage basis to all its patrons, members and non-members alike, for all amounts received and receivable from the furnishing of electric energy in excess of operating costs and expenses properly chargeable against the furnishing of electric energy. All such amounts in excess of operating costs and expense at the moment of receipt by the Cooperative are received with the understanding that they are furnished by the patrons, members and non-members alike, as capital. The Cooperative is obligated to allocate by credits to a capital account for each patron all such amounts in excess of operating costs and expenses. The books and records of the Cooperative shall be set up and kept in such a manner that at the end of each fiscal year the amount of capital, if any, so furnished by each patron is clearly reflected and credited in an appropriate record to the capital account of each patron. All such amounts credited to the capital account of any patron shall have the same status as though they had been paid to the patron in cash in pursuance of a legal obligation to do so and the patron had then furnished the Cooperative corresponding amounts of capital.

All other amounts received by the Cooperative from its operations in excess of costs and expenses shall, insofar as permitted by law, be (a) used to offset any losses incurred during the current or any prior fiscal year and (b) to the extent not needed for that purpose, allocated to its patrons on a patronage basis and any amount so allocated shall be included as part of the capital credited to the accounts of patrons, as herein provided.

In the event of dissolution or liquidation of the Cooperative, after all outstanding indebtedness of the Cooperative shall have been paid, outstanding capital credits shall be retired without priority on a pro-rate basis before any payments are made on account of property rights of members. If, at any time prior to dissolution or liquidation, the board of directors shall determine that the financial condition of the Cooperative will not be impaired thereby, the capital then credited to patrons' accounts may be retired in full or in part. Any such retirements of capital shall be made in order of priority according

to the year in which the capital was furnished and credited, the capital first received by the Cooperative being first retired. Provided, however, that the board of directors shall have the power to adopt rules providing for the separate retirement of that portion ("power supply portion") of capital credited to the accounts of patrons which corresponds to capital credited to the account of the Cooperative by an organization furnishing electric service to the Cooperative. Such rules shall (a) establish a method of determining the power supply portion of capital credited to each patron for each applicable fiscal year, (b) provide for separate identification on the Cooperative's books of the power supply portion of capital credited to the Cooperative's patrons, and (c) preclude a general retirement of the power supply portion of capital credited to patrons for any fiscal year prior to the general retirement of other capital credited to patrons for the same year or of any capital credited to patrons for any prior fiscal year.

Notwithstanding any other provision of these bylaws, the board of directors, at its discretion, shall have the power at any time upon the death of any patron, if the legal representatives of his estate shall request in writing that the capital credited to any such patron be retired prior to the time such capital would otherwise be retired under the provisions of these bylaws, to retire capital credited to any such patron immediately upon such terms and conditions as the board of directors, acting under policies of general application, and the legal representatives of such patron's estate shall agree upon, provided, however, that the financial condition of the Cooperative will not be impaired thereby.

The patrons of the Cooperative, by dealing with the Cooperative, acknowledge that the terms and provisions of the articles of incorporation and bylaws shall constitute and be a contract between the Cooperative and each patron, and both the Cooperative and the patrons are bound by such contract, as fully as though each patron had individually signed a separate instrument containing such terms and provisions. The provisions of this article of the bylaws shall be called to the attention of each patron of the Cooperative by posting in a conspicuous place in the Cooperative's office.

ARTICLE VIII DISPOSITION OF PROPERTY

Except as otherwise provided by law with respect to the issuance by the Cooperative of obligations in the form of bonds, notes, debentures, interim certificates or other evidences of indebtedness, the Cooperative may not sell, mortgage, lease or otherwise dispose of or encumber any of its property other than:

- (a) property which in the judgment of the board of directors neither is nor will be necessary or useful in operating and maintaining the Cooperative system and facilities; provided however, that all such sales shall not in any one year exceed in value ten per centum of the value of all the property of the Cooperative;
- (b) services of all kinds, including electric energy;
- (c) personal property acquired for resale, and
- (d) merchandise unless such sale, mortgage, lease or other disposition or encumbrance is authorized by a majority vote of all the members of the Cooperative taken at a meeting at which the proposed sale, mortgage, lease or other disposition or encumbrance is voted upon.

ARTICLE IX SEAL

The corporate seal of the Cooperative shall be in the form of a circle and shall have inscribed thereon the name of the Cooperative and the words "Corporate Seal, Kentucky."

ARTICLE X FINANCIAL TRANSACTIONS

SECTION 1. Contracts. Except as otherwise provided in these bylaws, the board may authorize any officer or officers, agent or agents to enter into any contract or execute and deliver any instrument in the name and on behalf of the Cooperative, and such authority may be general or confined to specific instances.

SECTION 2. Checks, Drafts, etc. All checks, drafts or other orders for the payment of money, and all notes, bonds or other evidences of indebtedness issued in the name of the Cooperative shall be signed by such officer or officers, agent or agents, employee or employees of the Cooperative and in such manner as shall from time to time be determined by resolution of the board.

SECTION 3. Deposits. All funds of the Cooperative shall be deposited from time to time to the credit of the Cooperative in such bank or banks as the board may select.

SECTION 4. Change in Rates. Written notice shall be given to the Administrator of the Rural Utilities Service of the United States of America not less than ninety days prior to the date upon which any proposed change in the rates charged by the Cooperative for electric energy become effective.

ARTICLE XI MISCELLANEOUS

SECTION 1. Membership in Other Organizations. The Cooperative may become a member of such other organizations as the board of directors shall approve, however, with the objective of furthering the interest of rural electrification.

SECTION 2. Waiver of Notice. Any member or director may waive in writing any notice of a meeting required to be given by these bylaws. The attendance of a member or director at any meeting shall constitute a waiver of notice of such meeting by such member or director, except in case a member or director shall attend a meeting for the express purpose of objecting to the transaction of any business on the ground that the meeting has not been lawfully called or convened.

SECTION 3. Rules and Regulations. The board shall have power to make and adopt such rules and regulations, not inconsistent with law, the articles of incorporation or these bylaws, as it may deem advisable for the management of the business and affairs of the Cooperative.

SECTION 4. Accounting System and Reports. The board shall cause to be established and maintained a complete accounting system which, among other things, and subject to applicable laws and rules and regulations of any regulatory body, shall conform to such accounting system as may from time to time be designated by the Administrator of the Rural Utilities Service of the United States of America. The board shall also after the close of each fiscal year cause to be made a full and complete audit of the accounts, books and financial condition of the Cooperative as of the end of such fiscal year. The yearly Financial Report shall be presented to the members in accordance with the Auditor's Report at the next following Annual Meeting.

ARTICLE XII AMENDMENTS

These bylaws may be altered, amended or repealed by the affirmative vote of not less than two-thirds (2/3) of all of the directors at any regular or special meeting, provided the notice of such meeting shall have contained a copy of the proposed alteration, amendment or repeal.

CERTIFICATE OF SECRETARY

I, Dina Gooding, Secretary of the Fleming-Mason Energy Cooperative, Inc. hereby certify that the foregoing is a correct counterpart of the Bylaws of the Cooperative originally adopted by the Board of Directors on April 2, 1938, and including all amendments and delineations adopted up to December 4, 2025.
Secretary, Fleming-Mason Energy Cooperative, Inc.

UNITED STATES DEPARTMENT OF AGRICULTURE

Rural Utilities Service Statement of Nondiscrimination

This institution is an equal opportunity provider and employer. If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Form, found online at www.usda.gov/sites/default/files/documents/ad-3027.pdf or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to us by mail at U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue SW, Washington, DC 20250-9410, by fax (202) 690-7442 or email at intake@usda.gov.