



Audit & Ethics Committee Meeting

Oct 22, 2025 8:00 AM - 8:30 AM CDT

Committee Chair Rob McCabe

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1. Safety Tip - Vaughan Charles
 2. Approval of minutes from the Audit and Ethics Committee meeting held September 24, 2025
 3. Conflict of Interest Statements - David Frankenberg
 - 3.1. 2025 Conflict of Interest Reporting
 - 3.2. 2025 Conflict of Interest - Board and Executive Management
 - 3.3. 2025 Conflict of Interest - Management, Supervisors, and Designated Staff
 4. Executive Session (if needed)
 5. Miscellaneous

Safety tip: Strokes

What Is a Stroke?

- A stroke occurs when blood supply to part of the brain is disrupted. When this occurs oxygen and glucose cannot be delivered to the brain causing brain cells to die.
- Sometimes strokes can occur “silently” (without obvious symptoms) but still cause brain damage. These so-called silent strokes are often identified via imaging and can increase the risk of future strokes or cognitive decline.
- A Stroke can happen to anyone at any time, regardless of race, sex or age.

Stroke Statistics for the United States

- In the U.S., more than 795,000 people experience a stroke each year.
- Strokes are the fifth leading cause of death in the United States behind Heart Disease and Cancer.
- Strokes are responsible for an estimated 137,000 U.S. deaths each year.
- Stroke is a leading cause of long-term disability in the U.S.
- In the U.S., stroke-related costs are estimated at \$56.2 billion a year..
- Currently there are about 7.8 Million stroke survivors in the United States

Contributing Factors to Strokes

- High Blood Pressure
- Smoking
- Excessive Alcoholic Consumption
- High Cholesterol
- Uncontrolled Diabetes
- Overweight
- Inactive Lifestyle

Recognizing Symptoms and Act F.A.S.T.

F = FACE - Ask the person to smile.

- Does one side of the face droop?

A = ARM - Ask the person to raise both arms.

- Does one arm drift downward?

S = SPEECH - Ask the person to repeat a simple sentence.

- Does the speech sound slurred or strange?

T = TIME - If you observe any of these signs,

- It's time to call 9-1-1 or get to the nearest hospital.

AUDIT AND ETHICS COMMITTEE MEETING MINUTES SEPTEMBER 24, 2025

The Audit and Ethics Committee meeting was held on Wednesday, September 24, 2025.

Committee Members Present: Committee Chair Rob McCabe, Anne Davis, Clifton Harris, Ian Prunty and Casey Santos. Officers Present: Teresa Broyles-Aplin, Laura Smith, Dr. Trish Holliday, Brent Baker and Recording Secretary David Frankenberg

Committee Chair Rob McCabe called the meeting to order at 8:01 a.m.

SAFETY TIP

Brad Heck presented a safety tip on NES Operations Training, highlighting its scope and emphasizing the program's mission statement: "I Do It For You And Me."

MINUTES

Upon motion by Member Davis and seconded by Member Santos, the Committee approved the minutes from the Audit and Ethics Committee meeting held August 27, 2025, with five ayes and zero nays.

RECOMMENDATION FOR APPROVAL OF THE ANNUAL AUDITOR'S REPORT AND FINANCIAL STATEMENTS

Chair McCabe reminded the Committee that the Board adopted a program for voluntary compliance with certain provisions of the Sarbanes-Oxley Act. One of the adopted provisions is that the Audit and Ethics Committee will review and approve the annual financial statements to be included in the Annual Report.

David Frankenberg reported that PricewaterhouseCoopers completed its examination of Nashville Electric Service's financial statements and presented their audit report and other required communications to the Audit and Ethics Committee, which was approved during the meeting held August 27, 2025.

Mr. Frankenberg indicated that the Uniform Guidance Compliance Supplement for 2025 has not been released. Therefore, PwC will be unable to request approval of the report on the company's compliance with requirements applicable to each major federal program and on NES's consideration of its internal control over compliance, as required under the OMB Uniform Guidance, until (likely October)..

He noted that copies of the Annual Report were circulated to all members of the Committee and recommended approval of the financial statements and the referenced reports, with the exception of the report on financial statements and compliance in accordance with federal uniform guidance.

Upon motion by Member Harris and seconded by Member Santos, the Committee approved the financial statements and referenced reports, with the exception of the financial statement that is in compliance with federal uniform guidance, with five ayes and zero nays.

RECOMMENDATION FOR APPROVAL OF A CORPORATE BOARD SERVICE OPPORTUNITY

Laura Smith reported that, according to Section 3 of the Conduct Policy in the NES Policy Manual, Executives must inform both the CEO and the Chair of the Audit and Ethics Committee before accepting paid board positions. The Committee Chair is responsible for placing the matter on the Audit and Ethics Committee's agenda to assess potential conflicts of interest. If no conflict is identified, the Committee may approve the board service.

Ms. Smith noted that Brad Heck, Vice President of Transmission & Distribution Operations, has informed the CEO and the Chair of the Audit and Ethics Committee of a compensated opportunity for him to serve on the corporate advisory board for Volunteer Power, LLC. He requested that the matter be placed on the Committee agenda for discussion.

Executive leadership determined that Mr. Heck's participation on the advisory board for Volunteer Power does not present a conflict of interest and supports Mr. Heck's service on the advisory board. Mr. Heck recommended the Committee's approval of the advisory board position with Volunteer Power, LLC.

Chair McCabe expressed that he views this as an excellent opportunity and indicated that Mr. Heck will need to include in his annual conflict of interest statement.

Member Santos added that the implemented controls that have been put in place are reasonable and emphasized the value of community engagement.

Upon motion by Member McCabe and seconded by Member Santos, the Committee approved the corporate board service opportunity at Volunteer Power, LLC for Brad Heck with five ayes and zero nays.

BAKER TILLY INTERNAL AUDIT REPORTS

Scott Nalley reported there were no updates to the Audit and Ethics Committee Calendar. He referred to the Internal Audit Status Report and stated that there was one item remaining from the FY25 Audit Plan and stated that the audit is substantially complete and noted that everything is on schedule with the FY26 audits.

Mr. Nalley stated that the FY25 Network and Cybersecurity – Corporate audit received a satisfactory rating and was assessed as low risk based on the audit findings. He clarified that the scope of this audit was limited to the Corporate IT group and did not cover the System Operations IT group.

Mr. Nalley stated that NES uses a management detection tool to block the installation of malicious applications, but unapproved applications that are not deemed malicious can be installed by users. He said the installation of unapproved software can leave NES systems vulnerable to threats; therefore, blocking the installation of unapproved software and a review of the network on a regular basis was recommended.

Member Santos inquired whether employees possess local administrator rights on their devices. Mr. Nalley explained that the majority of staff operate under restricted access, though certain individuals do have local administrator privileges. He further noted that some software installations are permitted

even without such permissions. Member Santos commented that she is glad to see that controls are being put in place and stressed the importance of being thorough when monitoring installations.

Mr. Nalley followed-up on two prior audits and stated that from a remediation standpoint one is resolved, and one is still outstanding pending updates of the strategic plan from an IT perspective.

Member Santos pointed out that managing third-party vendors, especially in terms of security threats, remains one of the main concerns for companies. She mentioned that while companies often focus on vendors in the beginning, they tend to lose track over time, making follow-up a key challenge. She stated that she would like to see NES maintain strong oversight in this area. Mr. Nalley shared that IT vendors were a key focus in the prior audit, and that there has been steady improvement in this area.

Mr. Nalley reviewed follow-up and remediation items for the Fourth Quarter of Fiscal Year 2025. He stated that out of the five items for the quarter, four have been resolved and one is outstanding. He noted that the outstanding item is related to the overall organization's strategic plan and significant progress has been made with a planned completion date of December 31, 2025.

Member Santos questioned whether the IT strategic plan is dependent on the completion of the corporate strategic plan. Brent Baker explained that IT is actively developing its strategic plan, which will outline a five-year infrastructure investment strategy.

Laura Smith noted that substantial progress has been made on the organization's strategic plan, with key strategic pillars and initiatives already identified, ensuring everything is aligned.

Ian Prunty noted that two of the Vegetation Management audits appear to be complete, while one, linked to a long-term action plan, is still ongoing. He requested an update on the current status of that item.

Mr. Nalley responded that everything has been resolved. He added that some activities were completed over time, and when marked "complete," it means they were finalized either before or during this quarter, confirming the resolution of all items.

MISCELLANEOUS

There were no miscellaneous items to present.

ADJOURNMENT

The meeting adjourned at 8:21 a.m.

EXECUTIVE SESSION

There was no Executive Session held.

APPROVED: _____
Committee Chair Rob McCabe

REPORT ON REVIEW OF CONFLICT OF INTEREST DISCLOSURE STATEMENTS

Section 2.06 of the NES Policy Manual requires all Board Members, Executive Management, all supervision, and other designated employees to complete a Conflict of Interest Disclosure Statement each year on or before July 1, or within 30 days of confirmation. These statements are stored online for all employees. Each form is reviewed by the General Counsel and the Controls and Compliance Section. A list of relationships with other businesses is provided to the Procurement Section to be considered in awarding bids.

Attached are the reports from the General Counsel and the Controls and Compliance Section. There were some relations disclosed that were not deemed a conflict of interest. There are five instances of conflict of interests that are detailed in the attached report from Controls and Compliance.



INTEROFFICE MEMORANDUM

TO: David Frankenberg, Vice President & CFO

FROM: Sandra A. Chapman, Controls & Compliance Manager

DATE: October 1, 2025

RE: 2025 Conflict of Interest Reporting

The General Counsel and I have reviewed the Conflict of Interest Disclosure Statements completed by the Board, Executive Management (Attachment I), and Management, Supervision and Designated Staff (Attachment II). Disclosure statements were prepared by all personnel required to report. Disclosures of Management, Supervision, and Designated Staff were also reviewed by all levels of operating management.

A summary of the disclosures is attached. Five significant disclosures were identified:

- Board Member Robert McCabe disclosed that he serves as chairman of Pinnacle Financial Partners. In 2020, Pinnacle Financial Partners submitted a bid for the NES banking contract. In compliance with policy, Mr. McCabe disclosed his conflict when the matter came before the board and recused himself from the vote on the banking contract. Based on a competitive bid and independent evaluation process, Pinnacle Financial Partners was chosen to provide banking services to NES. Due to the nature of this relationship, Mr. McCabe will not be involved in any board decisions involving NES and Pinnacle Financial Partners during his board service.
- Katie Hagewood, Accounting, disclosed that her father is Senior Vice President of Rogers Group which is an NES vendor. However, Ms. Hagewood is not involved in the Request for Proposal Committee that bid out construction materials provided by Rogers Group. Any customer billing or payment activity that is reconciled by Ms. Hagewood is also reviewed by supervision.
- Terry Greene, Safety, disclosed that he is an instructor for TVPPA. Due to the nature of his job, Mr. Greene will not be involved in any TVPPA activities for NES and will not be allowed to recommend any TVPPA training for the company.



- Barry Daniel, Revenue & Rates, disclosed that his spouse is an employee for Lipscomb Campus School. Mr. Daniel will not be involved in any activities that require making an adjustment on the account of Lipscomb Campus School and Lipscomb University.
- Anthony Brewer, Engineering, disclosed that his son works at TRC. Mr. Brewer is not involved in the selection of this company or approving payment to this company and will not be involved in any RFP's for this company.

Other noteworthy disclosures, which are not considered to be conflicts at this time, but merit future consideration should circumstances change are discussed below:

- Through its community involvement fund, NES uses non-electric revenue to support a number of non-profit organizations in the service territory. In some instances, members of the NES board, management, and staff serve in a volunteer capacity with these non-profits. The Vice President and General Counsel administers the fund pursuant to NES's Community Involvement Policy. Any expenditure from the community involvement fund of over \$10,000 requires board approval and all community involvement expenditures are reported to the board quarterly.
- Board Members, Michael Vandenberg, and Anne Davis, disclosed that they receive compensation from Vanderbilt University which is an NES Vendor. Member Vandenberg, Member Davis and Member Santos are not involved in the selection or supervision of any work or services performed by Vanderbilt University for NES.
- Board Member Clifton Harris serves as President and CEO of the Urban League of Middle Tennessee. Through community involvement funds, NES donated to the Urban League. This donation complied with the NES Community Involvement Policy referenced earlier, and Board Member Harris was not involved in the selection of the Urban League to receive funds from community involvement. NES has made donations to this organization in prior years before Mr. Harris joined the NES Board.
- Chris Varkey, Controls & Compliance, disclosed that his mother works for Vanderbilt University Medical Center which is an NES Vendor. Mr. Varkey is not involved in the selection of this company and is not involved in the direction or supervision of their work.
- Eric Lewis, Meter, disclosed that he serves as a volunteer board member for the external advisory board for the Electrical and Computer Engineering Department at Vanderbilt University. Vanderbilt is an NES Vendor. Mr. Lewis is not involved in the selection or payments to Vanderbilt.



- Artetta West, Human Resource, disclosed that her sibling owns the company, We Optimize Work, which is an NES Vendor. Ms. Webster is not involved in the selection of this company or responsible for approving payment to this company.
- Brandi Hayes, Compensation and Benefits, disclosed that she works for the YMCA. NES made donations to the YMCA via Non-Electric Revenue. Ms. Hayes is not involved in selecting which organizations NES donates to.
- Jeremy Hitchcock, Engineering, and Tammy Hitchcock, Accounting, disclosed that they have a child who had an internship with TRC Environmental, an NES Vendor. These employees are not involved in the selection of this company or approving payment to this company.
- Landon Roeder, System Control, disclosed that his son-in-law works for SM Lawrence Company, an NES Vendor. Mr. Roeder is not involved in the selection of this company or approving payment to this company.
- John Billo, Engineering, serves as a volunteer on a committee for the Centre for Energy Advancement through Technological Innovation (CEATI) an NES vendor. Mr. Billo will not be involved in approving payment to this company.
- Terry Greene Safety is a volunteer board member for the Lineman Pre-Apprenticeship Training Program at Columbia State Community College which is an NES Vendor. Mr. Greene will not be responsible for approving payment to this company.
- Larry Chunn, Safety, has a son that works for MasTec, an NES Vendor. Mr. Chunn is not involved in the selection of this company or approving payment for this company.
- Michael Day, Energy Services, has a spouse who works for Baker Roofing an NES Vendor. Mr. Day is not involved in the selection of this company or approving payment for this company.
- Greg Bolinger, Materials Management, disclosed that his brother works for Pinnacle Financial Partners. Mr. Bolinger is not involved in the selection, supervision, or approval of payment for this company.
- Kevin Phelps, System Control, disclosed that his father worked as a contractor for Ideas on Paper Inc. which is an NES Vendor. Mr. Phelps is not involved in the selection of this company and is not involved in the direction or supervision of their work.
- Trish Holliday, Chief People Officer, has made it known that her company HollidayKenning Inc. does consulting work for Metro Nashville Government. This matter has been reviewed by the CEO. As a result, Ms. Holliday will not participate



in any matters involving Metro Nashville and NES. Any consulting work will require the approval and use of annual leave if it is done during her NES work hours.

- Teresa Broyles-Aplin, President and CEO, serves as a volunteer board member for TVPPA. NES via board approval is a Member of TVPPA and pays dues annually for membership. The TVPPA provides training, conferences, continuing education, and industry activities for its member utilities. NES participates in TVPPA offerings based on applicability to NES.
- Teresa Broyles-Aplin, President and CEO, also serves as a volunteer board member for Seven States Power Corporation, an NES Vendor. Ms. Broyles-Aplin will not sign or approve any contracts with Seven States and any future contract with Seven States should be signed by another member of the management team.

Organizations discussed above providing goods or services in excess of \$10,000 during the fiscal year ended June 30, 2025, were Pinnacle Financial Partners, Vanderbilt, We Optimize Work, TRC, Ideas on Paper Inc., TVPPA, CEATI, MasTec, Seven States Power Corporation, Baker Roofing, and Rogers Group /ReoStone.

If you have any questions, feel free to contact me.

cc: Amanda Cochran

Teresa Broyles-Aplin
Brent Baker
Sylvia Locklayer
Suzanne Martin
Laura Smith

**NASHVILLE ELECTRIC SERVICE
2025 CONFLICT OF INTEREST DISCLOSURES
(Board Members and Executive Management)**

Attachment I

OWNERSHIP INTEREST OR POSITION HELD IN ANY COMPANY DOING BUSINESS WITH NES

<u>DISCLOSURE BY:</u>	<u>NATURE OF ARRANGEMENT</u>	<u>COMPANY NAME</u>	<u>COMMENTS</u>
Rob McCabe	Banking Services	Pinnacle Financial Partners	Chairman

OWNERSHIP INTEREST OR POSITION HELD IN ANY COMPANY THAT DOES CONTRACTING OR SUBCONTRACTING WORK FOR A COMPANY DOING BUSINESS WITH NES

<u>DISCLOSURE BY:</u>	<u>NATURE OF ARRANGEMENT</u>	<u>COMPANY NAME</u>	<u>COMMENTS</u>
None			

INCOME DERIVED FROM OR VALUABLE CONSIDERATION RECEIVED FROM A BUSINESS OR ENTITY DOING BUSINESS WITH NES OR CONTRACTING WITH A BUSINESS DOING BUSINESS WITH NES

<u>DISCLOSURE BY:</u>	<u>NATURE OF ARRANGEMENT</u>	<u>COMPANY NAME</u>	<u>COMMENTS</u>
None			

ACCEPTED GIFTS, HOSPITALITY, OR ENTERTAINMENT IN EXCESS OF \$100 FROM PARTIES DOING OR SEEKING TO DO BUSINESS WITH NES

<u>DISCLOSURE BY:</u>	<u>NATURE OF ARRANGEMENT</u>	<u>COMPANY NAME</u>	<u>COMMENTS</u>
None			

NASHVILLE ELECTRIC SERVICE
2025 CONFLICT OF INTEREST DISCLOSURES
(Board Members and Executive Management)

Attachment I

**LOAN OR GUARANTEE WITH A PERSON OR ORGANIZATION WHICH PROVIDES
GOODS OR SERVICES TO NES**

<u>DISCLOSURE BY:</u>	<u>NATURE OF ARRANGEMENT</u>	<u>COUNTERPARTY</u>	<u>COMMENTS</u>
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None			
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NASHVILLE ELECTRIC SERVICE
2025 CONFLICT OF INTEREST DISCLOSURES
(Board Members and Executive Management)

Attachment I

PAID OR VOLUNTEER ACTIVITIES OUTSIDE THE SCOPE OF NES DUTIES

<u>DISCLOSURE BY:</u>	<u>ORGANIZATION</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Anne Davis	Vanderbilt Law School	Adjunct Professor & Senior Program Advisor	Yes
Casey Santos	Horizon Blue Cross Blue Shield of New Jersey	Board Member	Yes
	Omnicom Group	Board Member	Yes
	Caliber Collision	CTO	Yes
	DTE Energy	Board Member	Yes
	Writer	Advisory Board Member	Yes
	Aiden	Advisory Board Member	Yes
	Diligent IQ	Advisory Board Member	Yes
	Heritage Group	Advisory Board Member	No
	Greater Nashville Technology Council	Board Chair Emeritus	No

**NASHVILLE ELECTRIC SERVICE
2025 CONFLICT OF INTEREST DISCLOSURES
(Board Members and Executive Management)**

Attachment I

PAID OR VOLUNTEER ACTIVITIES OUTSIDE THE SCOPE OF NES DUTIES

<u>DISCLOSURE BY:</u>	<u>ORGANIZATION</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Clifton Harris	Urban League of Middle TN	President and CEO	Yes
	Nashville Rotary Club	Board Member	No
	Leadership Nashville	Board Member	No
	Nashville Chamber of Commerce	Board Member	No
	Junior Achievement	Board Member	No
	Urban Land Institute	Member	No
	TVA Connecting Communities	Steering Committee Member	No
	Center for Non-Profit Management	CEO Advisors	No
Michael Vandenberg	Vanderbilt Law School	David Daniels Allen Distinguished Chair in Law-Professor	Yes
	Academic Conference Participant-Variou s Universities	Speaker/Moderator	Yes
	Cambridge University-Publishing Academic Research	Author	Yes
	West Publishing	Author	Yes
	<i>Environmental Law Reporter</i> - Environmental Publication	Advisory Board Member	No
	Earthshot™ (a climate education non-profit)	Board Member	No
	Board on Environmental Change and Society, National Academies of Science, Engineering, and Medicine Board	Chair (2024)	No
	Initiative Climate Risk and Resilience Law-Multi-University Initiative on Climate Risk and Resilience Law	Expert Advisory Board Member	No
	Carnegie Corporation of New York (a non-profit corporation)	Carnegie Fellow (2022-2024)	No

**NASHVILLE ELECTRIC SERVICE
2025 CONFLICT OF INTEREST DISCLOSURES
(Board Members and Executive Management)**

Attachment I

PAID OR VOLUNTEER ACTIVITIES OUTSIDE THE SCOPE OF NES DUTIES

<u>DISCLOSURE BY:</u>	<u>ORGANIZATION</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Robert McCabe	Pinnacle Financial Partners	Chairman	Yes
	National Health Investors	Director	Yes
	Chief Executive's Organization	Member	No
	World President's Organization	Member	No
	Tennessee Business Partnership	Member	No
	Downtown Partnership	Board Member (Chair of Res. Dev.)	No
	Ascension St. Thomas	Board Member	No
	Cheekwood	Member	No
	The Ensworth School	Member	No

**NASHVILLE ELECTRIC SERVICE
2025 CONFLICT OF INTEREST DISCLOSURES
(Board Members and Executive Management)**

Attachment I

PAID OR VOLUNTEER ACTIVITIES OUTSIDE THE SCOPE OF NES DUTIES

<u>DISCLOSURE BY:</u>	<u>ORGANIZATION</u>	<u>POSITION</u>	<u>COMPENSATION</u>
Teresa Broyles-Aplin	Nashville Downtown Rotary	Member	No
	Tennessee Valley Public Power Association (TVPPA)	Board Member	No
	Ensworth Aquatics	Certified Swim Official	No
	Book ‘Em	Volunteer	No
	Financial Executives International	Member	No
	Westminister Presbyterian	Member/Volunteer	No
	YMCA of Middle Tennessee	Governance Committee Member	No
	Nashville Chamber of Commerce	Board Member & Audit and Finance Committee Member	No
	Nashville Downtown Partnership	Board Member	No
	Belmont Massey Graduate School	Advisory Board Member	No
	Ensworth	Board Member	No
	Seven States Power Corporation	Board Member	No
Brent Baker	Nashville Tree Foundation	Board Member	No
	Renew Rentals	Helper-Spouse Business	Yes

2025 CONFLICT OF INTEREST DISCLOSURES

(Management, Supervision and Designated Staff)

**OWNERSHIP INTEREST OR POSITION HELD IN ANY COMPANY
DOING BUSINESS WITH NES**

<u>Disclosure By</u>	<u>Name</u>	<u>Relation</u>	<u>Business Name</u>	<u>Ownership %</u>	<u>Position Held</u>
Anthony Brewer	Jacob Brewer	Son	TRC	Unknown	Employee
Artetta West	Domonique Townsend	Sister	We Optimize Work	100	Owner
Christopher Varkey	Anna Varkey	Mother	Vanderbilt University Medical Center	0	Medical Technologist
Christy Cioffi	Bradley James Sanford	Cousin	NES	0	Line Supervisor
	Timothy Neal Sanford	Cousin	NES	0	Line Supervisor
David Frankenberg	Various minimal stock positions as part of a diversified portfolio	Self	Multiple	All less than 1	None
Greggory Bolinger	Shane Bolinger	Brother	Pinnacle Bank	0	Loan Officer
Jeremy Hitchcock	Jason Hitchcock	Brother	Shaw Industries	0	Vice President Global Accounts - Shaw Commercial
	Emilee Hitchcock	Daughter	TRC	0	Part-Time Internship
Katie Hagewood	Mike Yinger	Father	Rogers Group Investments (Company That Owns Rogers Group/Reostone)	0	Senior Vice President

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****OWNERSHIP INTEREST OR POSITION HELD IN ANY COMPANY
DOING BUSINESS WITH NES**

<u>Disclosure By</u>	<u>Name</u>	<u>Relation</u>	<u>Business Name</u>	<u>Ownership %</u>	<u>Position Held</u>
Kenneth Boyd	Kenneth W. Boyd	Self	DJKB DJ Services	100	Owner/Disc Jockey
Kevin Phelps	Ray Phelps	Father	Ideas On Paper	0	Ditch Inspector
Landon Roeder	Adam Triplett	Son-In-Law	SM Lawrence Company	0	Welder
Larry Chunn	Brayden Chunn	Child	Mastec	0	Lineman Apprentice
Michael Day	Jessica Day	Wife	Baker Roofing	0	Regional Sale Director
Rachel Ballard	Curtis Crumley	Father	Storm Power Components	0	Supervisor
	Donnie Crumley	Mother	Storm Power Components	0	Supervisor
Tammy Hitchcock	Emilee Hitchcock	Daughter	TRC	0	Intern Thru June 30 2025
William Ballard	Curtis Crumley	Father-In-Law	Storm Power Components	0	Supervisor
	Donnie Crumley	Mother-In-Law	Storm Power Components	0	Supervisor
William Kegley	Billy Kegley	Father	Fulmer Lucas Engineering	None	Consultant

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****OTHER PAID ACTIVITIES OUTSIDE THE SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Name</u>	<u>Relation</u>	<u>Business Name</u>	<u>Ownership %</u>	<u>Position Held</u>
Adam Gough	Adam Gough	Self	Mississippi State University	0	Football Chain Crew (Game Clock Operator)
Antonio Carroll	Antonio Carroll	Self	Carroll Legal Solutions	100	Business & Legal Consultant
	Antonio Carroll	Self	GHR Enterprises	50	Owner And Farm Sales
	Antonio Carroll	Self	Dixon Memorial UMC	0	Part Time Musician
Benjamin Corlew	Benjamin Corlew	Self	Gruening Health & Wealth	0	Insurance Sales
Bradley Sanford	Brad Sanford	Self	BBD Drone Service	100	Owner
Brandi Hayes	YMCA	N/A	YMCA	0	Group Fitness Instructor
Brenton Montgomery	Brenton Montgomery	Self	Mississippi Army National Guard	0	Officer
Bryan Simmons	905 Malquin Drive 37216	Self	Rental Property	100	Landlord And Owner
Chad Beard	Chad Beard	Owner	B.A. Farms	100	Raise Cattle And Hay.
Chris Tyler	Chris Tyler	Self	Property	100	Owner
Christopher Griffin	Chris Griffin	Self	Just Be Fit Fitness, LLC	50	Owner
Christopher Harvieux	Chris Harvieux	Me	Har-Bar	100	Operator

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****OTHER PAID ACTIVITIES OUTSIDE THE SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Name</u>	<u>Relation</u>	<u>Business Name</u>	<u>Ownership %</u>	<u>Position Held</u>
Christopher Hulsey	Cattle Ranch	Self	Tristar Angus Farm	100	Owner
Claudette Morris	Claudette Morris	Self	Uber	100	Rideshare Driver
Clay Hullett	Clay Hullett	Self	Self Employed	100	Musician
Darrell Thompson	Darrell Thompson	Self	DoorDash	0	Delivery
	Darrell Thompson	Self	Uber	0	Delivery
Desmond Jones	US Army	Self	US Army	0	Staff Sargent
Dray Moultrie	Dray Moultrie	Self	Williamson County Schools	0	Assistant Girls Basketball Coach - Fairview Middle School
Erin Foster	Erin Foster	Self	Mary Kay	100	Beauty Consultant
Fatumata Sirleaf	Fatumata Sirleaf	Employee	Cumberland Heights	0	Facilitator/Counselor
Frederick Northern	Frederick Northern	Self	Big Freds BBQ	100	Pitt Boss
Gary Steele	Gary Steele	Self	Rental Property	50	Owner
	Gary Steele	Self	YouTube Channel	50	Owner
Jack Patel	Subways	Partner	Subways	Varies	Partner
	Hotel	Partner	Hotel	Varies	Partner
	Land	Partner	Land	Varies	Partner

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****OTHER PAID ACTIVITIES OUTSIDE THE SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Name</u>	<u>Relation</u>	<u>Business Name</u>	<u>Ownership %</u>	<u>Position Held</u>
Jack Patel (Cont.)	Rental Buildings- Commercial	Partner	Rental Buildings- Commercial	Varies	Partner
	Rental Homes	Partner	Rental Homes	Varies	Partner
Jason Wofford	Jason Wofford	Myself	Rzr Extreme	100	Owner
Jay Neal	Jay Neal	Self	Farm / Hay	100	Owner
Jeff Gossett	Frank Jeffrey Gossett	Self	Farm Service Agency	0	Vice Chair
	Frank Jeffrey Gossett	Self	Gossett Farm	100	Owner Operator
Joey Streisel	Property Management	None	None	100	Owner
	Home Repair	None	None	100	Owner
Jonathan Smith	F.C. Hill & Associates Consulting Engineering	Worker	F.C. Hill & Associates Consulting Engineering	0	Worker
	Happily Ever After Farm	Self	Happily Ever After Farm	100	Self
Jose Fuentes	Marlen Santana	None	Santana Law	0	Case Worker
	Jose Fuentes	Self	DJ Papi Fuentes	100	DJ/Owner
Joshua Castellaw	Josh Castellaw	Myself	Castellaw Speed	100	Owner/Engineer
Justin Jernigan	Justin Jernigan	Self	JP Farms	50	Partner
Kareem Webb	K'Webb's Lawncare	Owner	K'Webb's	100	Owner

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****OTHER PAID ACTIVITIES OUTSIDE THE SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Name</u>	<u>Relation</u>	<u>Business Name</u>	<u>Ownership %</u>	<u>Position Held</u>
Kareem Webb (Cont.)	Kareem Webb	Contractor	Uber	100	Contractor Driver
Kathryn Pohlman	Kathryn Pohlman	Self	Rental Property	50	Homeowner
Kenneth Boyd	Kenneth W. Boyd	Self	DJKB DJ Services	100	Owner/Disc Jockey
Kevin Sanders	Kevin Sanders	Self	Sanders Furniture	0	Supervisor
	Kevin Sanders	Self	Handyman Kevin	100	Owner
Kevin Walker	Kevin Walker	Self	The Music Library	40	CFO
Kimberli Barber- Posey	Kimberli Barber-Posey	Self	Posey Professional Enterprises	100	President/Owner
Larry Chunn	Larry Chunn	Self	Gaylord Entertainment	0	Performer
Latresa Witherspoon	Latresa Witherspoon	Self	Mt. Zion Baptist Church	0	Worship Leader
Laura Smith	Laura Smith	Self	H.G. Hill Company	0	Independent Board Member
Leah Taylor	Leah Taylor	Self	Taylor 4 You Travel	100	Owner
Lemmonstine Poindexter	Lemmonstine Poindexter	Self	Lemonsfullfigure dboutique	100	Owner
Michael Coleman	Michael Coleman	Self	Coleman Lawncare	100	Owner/Operator

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****OTHER PAID ACTIVITIES OUTSIDE THE SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Name</u>	<u>Relation</u>	<u>Business Name</u>	<u>Ownership %</u>	<u>Position Held</u>
Michael Love	Michael Love	Self	Love Properties LLC	100	Owner
Michael Stephens	Todd Stephens	Self	Johnsons Crossroads	50	Owner
	Todd Stephens	Self	Locke Springs	25	Owner
Pat Terry	Pat Terry	Self	Gaylord Opryland	0	Cid Agent
Patrick Hartle	Patrick Hartle	Self	Real Estate	100	Owner
Paul Golden	Paul Golden	Self	Golden's Apiary	100	Farm Owner
Sandra Chapman	Sandra Chapman	Self	Mary Kay Consultant	0	Consultant
	Sandra Chapman	Self	Welcome Home Realty of TN	0	Agent
Sean-Michael Tibbs	Sean-Michael Tibbs	Part-Time Employee	Everready Transportation	0	Qualified Agent
	Sean-Michael Tibbs	Part-Time Employee	Walking Horse Association	0	Spotlight Operator
Sheryl Haley	Sheryl Haley	Self	Faithful Waymakers	0	Paid Volunteer
Stanley Eden	Stanley R. Eden	Self	Eden Utility Contractors, Eucon LLC	100	Owner
Terrence Gibson	Terrence Gibson	Self	Light Investments	50	Managing Partner
	Terrence Gibson	Self	MM Global	50	Managing Partner

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****OTHER PAID ACTIVITIES OUTSIDE THE SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Name</u>	<u>Relation</u>	<u>Business Name</u>	<u>Ownership %</u>	<u>Position Held</u>
Terry Greene	Terry Greene	1099	Tennessee Valley Public Power Association	100	Trainer/Consultant
	Terry Greene	1099	Henry Horton Utility District	0	Board Member
Tien Vu	Tien Vu	Self	Real Estate Rental Business	50	Owner
Tiffany Caruthers	Tiffany Caruthers	Self	HMS Host	0	Crew Member
	Tiffany Caruthers	Self	Newslink	0	Bartender
Tina Holder	Tina Holder	Self	DoorDash	0	Delivery Driver
Travis McNabb	Travis McNabb	Employee	McNabb Electric Service, LLC	100	Owner
Trish Holliday	Trish Holliday	Consulting	Holliday Kennning Inc.	50	Founding Partner
	Trish Holliday	Consulting	Delta Blvd.	0	Consultant
	Trish Holliday	Consulting	Pathways To Great Leadership	50	Consultant
	Trish Holliday	Consulting	Center For Nonprofit Management	0	Consultant

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Adam Gough	President	Local Alumni Chapter	Mississippi State University Nashville Alumni Chapter
Alan Martinez	Member	Professional Development	Tennessee Association of Public Purchasing
	Member	Professional Development	National Institute of Governmental Purchasing
Aleisha Johnson	Executive Director	Summer Food Program	Greater Faith Temple Church
Amanda Cochran	Member	Supply Chain Working Group	Large Public Power Council (LPPC)
	Member	Bi-Annual Meetings	TN Assoc. of Public Purchasing (TAPP)
	Member	Procurement & Materials Conference Committee	TN Valley Public Power Assoc. (TVPPA)
	Member	Meetings, Classes, Etc. Related To Procurement	National Inst. of Govt. Purchasing (NIGP)
Amber Murray	Member	Home Builders Association	Home Builders Association of Middle TN (HBAMT)
Amy McGlother	Member	Professional Organization	TN Association of Public Purchasing-TAPP
	Member	Professional Organization	National Institute of Governmental Purchasing-NIGP
	Member	Labor Union	NESEA-SEIU

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Amy McGlother (Cont.)	Committee Member	Professional Organization	TriState Minority Supplier Development Council-(TSMSDC)
Andrea Kelly	Treasurer	Youth Baseball League	Goodlettsville Little League Baseball
Antonio Carroll	Member	Professional Organization For Lawyers	TN Bar Association
	Member	Professional Organization For Lawyers	Nashville Bar Association
	Member	Professional Organization for Lawyers	Napier Looby Bar Association
	Board Member/ Secretary	Nonprofit Organization	Nashville Police & Public Safety Alliance
	Board Member	Nonprofit Organization	Harvest Hands
	None	Pro-Bono Legal Activity	Professional and personal
Audria Patterson	Member	Paralegal Association	National Association of Legal Assistants (NALA)
	Member	Paralegal	Nashville Bar Association
Bailey Allen	None	Member	National Institute of Government Purchasing
	None	Member	Tennessee Association of Public Purchasing
Billy Draper	Website Administrator	Volunteer	Dixie Youth Baseball

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Billy Draper (Cont.)	District 1 Assistant Director	Volunteer	Dixie Youth Baseball
Brandon Whitlock	Deacon	Deacon	Mt. Juliet Church of Christ
Brentley Catoe	Member	Member	International Information System Security Certification Consortium (ISC2)
Bryan Lillard	Member	Professional Organization	Tennessee Association of Public Purchasing
	Member	Professional Organization	National Institute of Governmental Purchasing
Carla Nelson	Advisory Council	501c3 Advisory	FiftyForward
	Closing Retreat Committee Member	501c3 Committee	Leadership Nashville
	Past President & Board Member	501c3 Board	Horticultural Society of Middle TN
	Board Of Trustees Advisory Committee	501c3 Committee	Cheekwood
	Spring Outing Chairman	501c3 Committee	Andrew Jackson Foundation
	Facilities Committee Member	501c3 Committee	Cheekwood
Carlos Barquero	Member	Arborist Certification	International Society of Arborist
	Member	Professional Association	Utility Arborist Association
Chad Beard	Board Member	Attend Meetings	Farm Bureau

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Chad Box	Deacon	Serve The Church	First Baptist Church, Portland, TN
Chad Jones	Associate Board Member	Board Member	Enbright Credit Union
	Member	Member	TN Society of CPAs (TSCPA)
Chris McReynolds	Member	Electrical Engineering Association	Institute of Electrical and Electronics Engineers (IEEE)
	Member	Electrical Engineering Association	Association of Energy Engineers (AEE)
Chris Tyler	Member	Professional Organization	Institute of Electrical and Electronics Engineers (IEEE)
	Board Member	Non-Profit Organization	McKendree United Methodist Church Daycare Advisory Board
Christopher Hulsey	Member	Professional Organization	ASCE (American Society of Civil Engineers)
Christopher Varkey	Member	Professional Organization	American Institute of Certified Public Accountants (AICPA)
	Member	Professional Organization	Association of Certified Fraud Examiners (ACFE)
	Member	Professional Organization	Middle TN Association of Certified Fraud Examiners
	Church Financial Evaluator	Volunteer	LifeStream Church

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Christopher Varkey (Cont.)	Committee Member	Volunteer	Malayalee Christian Fellowship
Clay Hullett	Executive Committee	Professional Organization	Mid-South Electric Metering Association
Daniel Albright	Member	Arborist	International Society of Arboriculture (ISA)
	Member	Arborist	Utility Arborist Association (UAA)
Daniel Johnson	Member	Trade Organization	American Society of Civil Engineers (ASCE)
	Board Member	Trade Organization	Tennessee Municipal Electric Power Association (TMEPA)
	Deacon	Community Outreach	Mt. Juliet Church of Christ
Daniel Wall	Certified Arborist/Utility Specialist	Member	International Society of Arboriculture (ISA)
	Member	Member	Utility Arborist Association
David Frankenberg	Member	Various	Institute of Management Accountants
	Member (Chair of BPOWG)	Various	Large Public Power Council
	Member	Various	Tennessee Society of CPA's
Demond Ivory	Member	Participation	American Society for Industrial Security

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Demond Ivery (Cont.)	Member	Participation	Tennessee Valley Power Association
Dray Moultrie	Member	Professional Organization	American Society of Civil Engineers
	Deacon	Assist With Different Church Activities	Bellevue Church of Christ
Elizabeth Overton	Treasurer	Active	National Association for the Advancement of Colored People (NAACP)
	Budget Chair	Active	National Hookup of Black Women
Emily Williams	Member	Member	Society of Human Resources Management
Eric Lewis	Board Member	External Advisory Board for the Electrical and Computer Engineering (ECE) Department	Vanderbilt University
Geoffrey Koller	Member	Arborist	International Society of Arboriculture
	Member	Utility Arborist	Utility Arborists Association
Jack Baxter	Personnel Committee Member	Religious	1st Presbyterian Church - Columbia, TN
	Personnel Task Force	Religious	Presbytery of Middle Tennessee
	Board Member / Internal Relations Committee Chair / Executive Committee Member	Non-Profit	Big Brothers Big Sisters of Middle Tennessee

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Jack Baxter (Cont.)	Board Member	Advisory Board for Electrical & Computer Engineering Department	Tennessee Technological University
Jack Golio	Member	Acquiring CEU's	International Society of Arboriculture
	Member	Acquiring CEU's	Utility Arborist Association
Jack Patel	President	Temple-Nonprofit	Umiyadham Inc
James Jackson	Member	Meter School Teacher / Presenter	Mid-South Electric Metering Association (MSEMA)
James Parker	Member	Professional Organization	International Society of Arboriculture
	Member	Professional Organization	Utility Arborist Association
James Thompson	Member	Member	TN Association of Public Purchasing
	Member	Member	National Institute of Government Purchasing
Jeff Gossett	Board Member	Education & Scholarships	Williamson County Cattleman's Association
Jeffrey Eck	Treasurer	Banking	CEF of Middle Tennessee
Jeremy Hitchcock	Member	Professional Organization	Institute of Electrical and Electronics Engineers
Jerry King	Baseball Coach	Baseball	Little League Baseball

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Jesse Duffy	Contributor	Development of IEEE Transformer Standards	Institute of Electrical and Electronics Engineers (IEEE) Transformers Committee
John Billo	Executive Committee Member	Professional	Centre for Energy Advancement through Technological Innovation (CEATI)
	Member	Professional	Conseil International des Grands Réseaux Electriques (CIGRE)
	Member	Professional	American Society of Civil Engineers (ASCE)
John Owens	Certified Arborist Utility Specialist	Member	International Society of Arboriculture, Utility Arborist Association and Southern Chapter - International Society of Arboriculture
Joshua Pike	Engineering Advisory Board	Provide Recommendations to the Engineering Department of TSU	Tennessee State University College of Engineering
Kari Willis	NESEA President	NES Employee Union Representatives	Service Employees International Union (SEIU)
Kathryn Pohlman	Member	Community Network & Data Collection	Tennessee Advanced Energy Business Council (TAEBC)

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Kathryn Pohlman (Cont.)	Member	Community Network	Urban Green Lab Sustainability Roundtable
Kent Cochran	Board Member	Board of Directors	Enbright Credit Union
	Committee Member	Members Committee	SERC
	None	Member	TN Bar Association
	None	Member	Nashville Bar Association
Kevin Phelps	Advisory Council Member	Electrical Engineering Advisory Council	Nashville State Community College
Kevin Walker	Board of Directors	Board Member	Enbright Credit Union
Kimberli Barber-Posey	Member	Professional Organization	The Institute for Public Procurement (NIGP)
	Member	Professional Organization	Nashville Women Leaders Association
	VP Membership	Nonprofit Educational Organization	Toastmasters - Nashville Elec Service Club
	Big Sister	Mentor	Big Brothers Big Sisters of Middle Tennessee
Landon Roeder	Volunteer	Community Support	Lebanon Community Emergency Response Team
	Chair of the Security, Risk, And Compliance Committee	Lead Monthly Calls, Webinars, And Assist in Planning Content for Annual Conferences.	Utility Technology Council (UTC)
	Missions Ministry Leader	Missions	College Hills Church of Christ

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Latresa Witherspoon	Elder	Choir, Outreach Volunteer, Instructor.	Mt. Zion Baptist Church
	Committee Member	Scholarship Committee	O.N.E./Barnes Scholarship Program
Laura Collison	Life Group Leader	Bible Study	Nashville Life Church
Laura Smith	President; Board Member	Nonprofit Volunteer	Nashville Bar Foundation Board of Trustees
	Board Member; 2025 Past President; 2026 President-Elect	Nonprofit Volunteer	Habitat for Humanity of Greater Nashville
	Board Member; Committee Chair	Nonprofit Volunteer	The Hermitage -Andrew Jackson Foundation
	Member	Professional Organization	Nashville Bar Association
	Member	Professional Organization	Tennessee Bar Association
	Member	Professional Organization	Association of Corporate Counsel
	Member	Professional/Industry Organization	Large Public Power Council General Counsel Roundtable
	Member	Professional/Community Organization	Nashville Downtown Rotary
	Member	Leadership Organization	Tennessee Women's Forum/International Women's Forum
	Member	Community Organization	Women's Political Collaborative

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Laura Smith (Cont.)	Member	Professional Organization	Cable
	Volunteer, Committee Chair, Event Chair	Community Event	The Fowl Ball and the Hot Chicken Festival (benefitting the Nashville Parks and Greenways Foundation)
	Leadership Council Member	Nonprofit Organization	Legal Aid Society of Middle Tennessee
Lisa Evans	Member	Temporarily served as an interim supervisor and during that time, I remained a dues-paying member of SEIU.	SEIU
Mark Booker	Board Member	Nonprofit for the Disability Community	WAVES, Inc.
Michael Pollard	Member	Participant	Tennessee Valley Public Power Association
	Member	Participant	American Society for Industrial Security
Mike Nelson	Membership	Meetings	Institute of Electrical and Electronics Engineers (IEEE)
	Treasurer	Treasurer	Woodland Middle School Fine Arts Committee
Mostafa Shamsuddin	Planning Committee Member	Professional Organization	Georgia Tech Protective Relaying Conference
Nancy Smith	Executive Board Member	Volunteer	Enbright Credit Union

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Nathan Black	Member	Professional Organization	International Society of Arboriculture
	Member	Membership Organization	Utility Arborist Association
Nicole King	Member	Professional Development	American Society of Civil Engineering
Rashed Fakhruddin	Amend Together Ambassador	Serve as an Ambassador of the YWCA's amend together initiative	YWCA
	Men Wear Pink Ambassador	Breast Cancer awareness Ambassador	American Cancer Society
	Academies of Nashville Engineering Partnership Council Member	Co-Represent NES in the Academies of Nashville Engineering Partnership Council for Metro Nashville Public Schools.	Nashville Area Chamber of Commerce
	Member	Appointed by the Mayor (A 2 Year Term with Quarterly Meetings) to work with the choose How You Move Chief Program.	Advisory Committee on Transportation
	Freshmen Advisory Board Member	Engage mostly in the areas of mentorship, connecting resources to Nashville's Inner-City School	Pearl-Cohn Entertainment Magnet

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Rashed Fakhruddin (Cont.)	Board of Trustees, Chairman	Chair the Islamic Center of Nashville's Board of Trustees, Director of Community Partnerships	Islamic Center of Nashville
Raymond Foster	Member	Active Member	Institute of Electrical and Electronics Engineers
	Deacon	Ministry To Church Members	Bethel Baptist Church Greenbrier
	Personnel Committee	Management of Church Staff Pay/Benefits/Hiring	Bethel Baptist Church Greenbrier
	Member	Active Member	Centre for Energy Advancement through Technological Innovation
Robert Winters	Elder	Church Leader	Sycamore Chapel Church of Christ
Ronald Cina	Member	Local Legal Community Membership	Nashville Bar Association
Ronald Reasonover	Deacon	Religious Organization	Bellevue Church of Christ, Nashville TN
	Member	Professional Organization	Institute of Electrical and Electronics Engineers, Inc.
	Member	University Department Board of Advisors	Department of Electrical and Computer Engineering, Raymond B. Jones College of Engineering, Lipscomb University, Nashville, TN

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Sandra Chapman	Finance	Finance	Mount Gilead MB Church
	Member	Member	Tennessee Society of Certified Public Accountants
	Member	Member	PayrollOrg
	Member	Member	Central District Power Accountant Association
	Notary	Notary	State of Tennessee
Sarah Sylvester	Board Member	Volunteer	Cat Colony Food Pantry
Shanna Faulk	Member	Training	National Institute of Governmental Procurement (NIGP)
	Member	Training	Tennessee Association of Public Procurement (TAPP)
Shannon Crutcher	Member	Member	TN Association of Public Purchasing
	Member	Member	National Institute of Government Purchasing
Shaundrell Rodgers	Finance Committee	Member	Cleveland Street Baptist Church
Sonja Hunt	Associate Member	Membership	Society for Human Resource Management. (SHRM)
Sonya Pullens	Clerk/Treasurer/ Associate Minister	Church financial duties	Faith Fellowship Church

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Steven Jamison	Board Member	Charity/Philanthropy	The Meredith Haga Foundation
Suzanne Attebury	Member	Professional Development	American Society for Industrial Security (ASIS)
	Member	Professional Development	Tennessee Valley Public Power Association (TVPPA)
Tabitha Robinson	Board Member	General Board Member Duties	W.O. Smith Music School
	Volunteer Teaching Artist	Teach Saxophone lessons to Middle/High School Students	W.O. Smith Music School
	President	Spearhead events and initiatives on behalf of the organization; General Guidance and Governance	Women's Political Collaborative of Tennessee
	Board Member	General Board Member Duties including involvement in various committees of the Board of Directors	Sister Cities of Nashville
	Treasurer	Financial projections and planning, providing reports to the Board	Donelson-Hermitage Neighborhood Alliance
	Member	General Member Activities	Nashville Bar Association
	Member	General Member Activities	Lawyers' Association for Women - Marion Griffin Chapter

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Tabitha Robinson (Cont.)	Member	General Member Activities	Tennessee Bar Association
Terry Greene	Board Member	Lineman Training	Columbia State Community College
	Committee Member	Safety Conference	Tennessee Valley Public Power Association
Thomas Foster	Board Member	Decision Making	Gateway Church
Tien Vu	Member	Technical Meetings/Continual Education	Institute of Electrical and Electronics Engineers (IEEE)
Tiffany Caruthers	President	Charitable	Nashville Electric Service Benevolence Association
	Member	Professional Organization	National Institute Government Purchasing
	Member	Professional Organization	Tennessee Association of Public Purchasing
	Member	Union	Nashville Electric Service SEIU
	Board Member President	Public Organization	Parents Requiring Our Public Educators to Lead
Todd Street	Board Member	Meter School	Mid-South Electric Metering Association
Tony Richman	Deacon	Church Activities	Bethel Primitive Baptist Church
Trish Holliday	Facilitator And Speaker	Retreat	Leadership Middle Tennessee
	Facilitator And Speaker	Retreat	Leadership Rutherford

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Trish Holliday (Cont.)	Facilitator And Speaker	Retreat	Leadership Franklin
	Board Member	Board of Trustees	Nashville Children's Theater
	Board Member	Chamber of Commerce Board of Directors	Hendersonville Chamber of Commerce Board
	HR Committee Member	HR Committee	Nashville Children's Theater
	HR Large Public Power Council Working Group Member	Large Public Power Council HR Working Group	Large Public Power Council
	Society For Human Resources Management HR Executive Network Member	Society For Human Resources Management HR Executive Network Collaborative Group	Society for Human Resources Management HR Executive Network
	Board Member	HR Committee	Hendersonville Chamber of Commerce
	Public Sector Human Resources Member	Public Sector Human Resources Council	Public Sector Human Resources
	Valley Public Power Leadership Facilitator and Speaker	Valley Public Power Leadership Sessions	Valley Public Power Leadership Association
	Tennessee Municipal Power Association Member	Facilitator, Panel, Speaker at conferences	Tennessee Municipal Power Association
Ty Brooks	American Public Power Association Member	Facilitator And Speaker at Conferences	American Public Power Association
	Member	Right of Way	International Right of Way Association

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
Ty Brooks (Cont.)	Member	Union	Service Employees International Union
Vaughan Charles	Treasurer	Board	The Woods at Martins Bend HOA
	Treasurer	Board	Faith Hope & Love Fellowship
	Secretary	Board	Tennessee 811
	Member	Board	TN Underground Utility Damage Prevention Board
	Member	Prof. Organization	American Society of Civil Engineers
	Member	Prof. Organization	Project Management Institute
Wesley Suddarth	Member	Membership	Advisory Board of the Center for Energy Systems Research, College of Engineering, Tennessee Tech University
	Member	Membership	Institute of Electrical and Electronics Engineers
William Heck	Affiliate Member	General Trade Education	American Public Power Association
	Affiliate Member	General Trade Education; Operation Exec Working Group Member	Large Public Power Council

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****VOLUNTEER OR UNCOMPENSATED ACTIVITIES OUTSIDE THE
SCOPE OF NES DUTIES**

<u>Disclosure By</u>	<u>Position Held</u>	<u>Activity</u>	<u>Organization</u>
William Kegley	Member	Professional Organization	Tennessee Association of Public Procurement
	Member (CPPB)	Professional Organization	National Institute of Governmental Purchasing
Yarisbeth Gonzalez	Member	Professional Membership in HR Organization	Society for Human Resource Management

2025 CONFLICT OF INTEREST DISCLOSURES
(Management, Supervision and Designated Staff)

**LOAN OR GUARANTEE WITH A PERSON OR ORGANIZATION,
WHICH PROVIDES GOODS OR SERVICES TO NES**

<u>Disclosure By</u>	<u>Describe</u>
Jeremy Woodside	Matthew Woodside, my brother, is an employee at NES.

2025 CONFLICT OF INTEREST DISCLOSURES**(Management, Supervision and Designated Staff)****COMPLIMENTARY TRAINING AND/OR HOTEL ACCOMMODATIONS
FROM AN NES VENDOR**

<u>Disclosure By</u>	<u>Describe</u>
Dray Moultrie	I participated in a joint presentation with Aubrey Silvey at a EUCI GIS conference. The presentation included NES projects that involved GIS equipment. My flights, hotel, and food were covered by Aubrey Silvey.
Jeffrey Eck	WTW Client Advisory Council - May 2025. Approved by Trish Holliday and Laura Smith
Jonathan Smith	We (Operations) often receive complimentary training from vendors/manufacturers on how to use equipment we have purchased or are evaluating for purchase such as Cisco, Novatech/Utility Sales, GE, 4RF, Nutanix and SEL. This training happens via virtual or local meetings, or the vendor/manufacture coming to NES. I have received no hotel accommodations.
Landon Roeder	By CDW's request, Nutanix provided complimentary registration to the week-long Nutanix. NEXT annual conference in Washington, DC, along with 1 night of accommodation. The travel request included these details and was approved by the VP.
Matthew Shapiro	I attended two complimentary technical seminars hosted by Osmose with food provided. NES paid for travel costs and lodging.
Shane Ford	Aubrey Silvey bought a roundtrip airline ticket to Buffalo, NY for me on 3/9 - 3/11 and paid for 2 nights of hotel rooms for me on that power transformer Factory Acceptance Test visit.
Wesley Suddarth	Vendor (Aubrey Silvey) paid for our hotel for the Hitachi Factory Acceptance Test in December 2024. This was to witness power transformer testing.

2025 CONFLICT OF INTEREST DISCLOSURES
(Management, Supervision and Designated Staff)

FELONY CONVICTIONS IN PAST TEN YEARS

<u>Disclosure By</u>	<u>Describe</u>
	None

Executive Session

Miscellaneous