

HAMBY WATER SUPPLY CORPORATION
4043 HWY 351 ABILENE, TX 79601
(325) 548-2900

President Steve Clemmer called the meeting to order at 6:52 PM on January 8, 2026.

Directors present were Steve Clemmer, Gary Grisham, Ronnie Vinson, Ed Rhodes, Ben Rodriguez, Randall Franke, and Bob Addy and Operator Dustin Ledbetter.

President Steve Clemmer opened the meeting with the reading of the Minutes from November 13, 2025. Ed Rhodes made the motion to approve the Minutes. Randall Franke seconded the motion and it carried 100%.

The Board then had a time of open discussion for public. During this time Operator Dustin Ledbetter presented the Board with the company shirts that he designed and had made. Dustin then presented the Board with local TRWA meeting opportunity. After a brief discussion about attending, Steve Clemmer, Ben Rodriguez, and Bob Addy decided to join Dustin at the meeting.

The Board of Directors reviewed and discussed the Directors Reports for Dec. 2025 and the Financial Statement for Jan. 2026. Randall Franke made a motion to accept the Reports. Ed Rhodes seconded the motion and it carried 100%.

Operator Dustin Ledbetter then informed the Board that the new water line project for Vantage Data Centers is set to begin in the middle of Feb. Dustin also notified the Board that Mr. Gachassin with the RV park on Elmdale is seeking other sources for potable water. Dustin is trying to establish a meeting with the City of Abilene regarding this matter. With no other infrastructure updates the meeting continued.

The Directors were then shown a copy of the Annual Meeting notice/Agenda. Board of Directors reviewed the notice and discussed products to be handed out at the membership meeting to encourage attendance. Hats and rain gauges with company logo on them were chosen. The Board also decide to up the donation given to the Hamby Community Center from \$200 to \$400. The Directors approved that no Board of Directors application were received. Steve Clemmer then read aloud the Resolution Declaring Unopposed Candidates then the Board passed the resolution declaring elected all unopposed candidates and directed that the resolution be posted at the Corporations office. Gary Grisham made a motion to pass the Resolution and the annual meeting packet. Bob Addy seconded the motion and motion carried 100%.

The Board of Directors then had a brief discussion on an annual salary adjustment for Dustin Ledbetter. Ronnie Vinson made a motion to give Dustin a 5% increase on his salary. Gary Grisham seconded the motion and it carried 100%.

The Board then discussed the mileage reimbursement rate be changed from \$0.70 per mile to \$0.73 in accordance with the Federal Allowance rate change. Ed Rhode made a motion to approve the rate. Randall Franke seconded the motion and it carried 100%.

With no other business to discussed Gary Grisham made motion to adjourn meeting at 7:52 PM with second motion given by Bob Addy and motion carried 100%

Steve Clemmer x

[Signature] x