



**CLAY COUNTY RURAL TELEPHONE COOPERATIVE, INC.  
d/b/a ENDEAVOR COMMUNICATIONS ANNUAL MEETING  
April 24, 2025**

The Annual Meeting of the members of the Clay County Rural Telephone Cooperative, Inc. d/b/a Endeavor Communications (“Endeavor”) was conducted on April 24, 2025, via Zoom. The Annual Meeting opened up for members and attendees to join via web and telephone at 3:30 p.m., and the meeting started at approximately 4:00 p.m. The meeting began with the Pledge of Allegiance. The invocation was given by Endeavor Communications employee, Liz Cheatham.

Devin Salsman, Chairman of the Board of Directors, called the meeting to order and thanked the members for attending. Chairman Salsman introduced the Board of Directors; the President and Chief Executive Officer, Darin LaCoursiere; the attorney, Jeremy Fetty, Parr Richey; and Derrick Larson CPA, Eide Bailly LLP.

Secretary of the Board, Pam Kivett, announced there was a quorum and that there were 326 members present. Secretary Kivett also announced that a notice had been properly mailed to members in accordance with the Endeavor bylaws.

Secretary Kivett read the minutes of the April 2024 Annual Meeting. Chairman Salsman then asked for a motion to approve the minutes of the 2024 Annual Meeting. A motion was made and seconded to approve the minutes, and the motion carried by voice vote.

Mr. Larson of Eide Bailly LLP then presented the 2024 financial report. Mr. Larson discussed the financial statements, which were published in the Annual Meeting materials, and provided the membership with an overview of the financial condition of Endeavor.

Secretary Kivett advised the members of the results of the Board of Directors' elections as follows: Monrovia Exchange; Pam Kivett, Mount Meridian Exchange; Devin Salsman, Reelsville Exchange; Stephen Aker.

Chairman Salsman asked members to present old business. Chairman Salsman noted that there had been one new business request provided prior to the meeting. Chairman Salsman introduced Mr. LaCoursiere who reported on the business request and provided a CEO report to the members.

A drawing was held, and an Apple iPad was awarded.

Chairman Salsman stated that all information items for the meeting had been addressed and requested a motion to adjourn. The motion was seconded and passed by voice vote.

The meeting was adjourned at 4:26 P.M.