



The Official Publication for Members of Habersham EMC

HEMC Awards More Than \$15,000 to Agencies Serving Local Residents

As an electric membership cooperative owned by the members we serve, Habersham EMC (HEMC) is committed to giving back to our community. House Bill 431 allows electric cooperatives in Georgia to use capital credits that go unclaimed for five years to fund education, economic development and 501(c)3 charitable organizations in our service area.

In 2018, HEMC donated a total of \$15,063.71 in unclaimed capital credits to the following organizations:

■ \$5,500 to local Special Olympics in Habersham, Rabun, Stephens and White counties:

To help fund year-round sports training and athletic competition in a variety of Olympic-type sports for



children and adults with intellectual disabilities, giving them continuing opportunities to become physically fit, demonstrate courage, experience joy and share gifts, skills and friendship with their families, other Special Olympics athletes and the community.

■ \$3,000 to North Georgia Technical College Foundation:

To fund a scholarship to the college's Electrical Lineworker Apprenticeship program. The Electrical Lineworker certificate program equips students with the knowledge and skills to gain employment as an entry-level lineworker with electrical utility companies, both public and private.

■ \$3,000 to Lanier Technical College Foundation:

To fund a scholarship to the school's Electrical Utility Technology program. The program is designed to meet the needs of students interested in attaining entry-level knowledge and skills required to work in

the electrical utility industry. It helps students develop academic, technical and professional knowledge, work ethics and the practical skills required for a job in the electrical utility industry.

■ \$3,563.71 to Habersham EMC Foundation Inc.:

Administers Habersham EMC's Operation Round Up program, which provides funds for special and individual needs, particularly when help is not available through other channels. All funds collected through this program provide financial assistance for worthwhile activities and worthy individuals in Habersham EMC's service area. Any individual or charitable organization in the counties served by HEMC (Habersham, Hall, Lumpkin, Rabun, Stephens and White) may apply for an Operation Round Up grant by completing an application, available online at www.habershamemc.com or at local Habersham EMC offices. Applicants do not need to be a member of Habersham EMC.

Eleven HEMC Employees Start New

As reported in the January issue of *Georgia Magazine*, several HEMC employees chose to retire in 2018. These eleven decided to embark on the next chapter of their lives with the New Year:

Jeff Allen

Thirty-three years ago, Jeff started on a HEMC line crew that didn't have a bucket truck. During his career he's seen many changes and made friendships that will last a lifetime. Jeff looks forward to spending more time with his family: wife, Toni; adult children, Auston and Megan; grandchildren, Hunter, Payton, Easton and Maggie. He also wants to travel and try new things.

"HEMC has been good to me, and this (decision) wasn't easy. Time marches on. You blink and it's gone. My wife has already retired, and I wanted to try other things as well."



Jeff Allen

Tom Carmichael

Tom came from a military background, so the 11 years he spent at HEMC is the longest he's ever been in one place and the employees are among his favorite co-workers.

"My co-workers are down-to-earth, good folks. They're always willing to help each other," he says.

Tom plans to spend more time with his adult son and daughter and two grandsons during his retirement. "I was gone a lot with my military career, so I look forward to being able to be with them more," he says. He also wants to dedicate more time to flying and playing guitar.



Tom Carmichael

Jerry Cunningham

During his 27-year career, Jerry has enjoyed helping members and making lifelong friends. Some of his favorite

memories include family events with his co-workers and cutting firewood with a group of HEMC employees after work for people in need.

Jerry and his wife, Christina, have two grown daughters, Hannah and Leah, and a son, Noah; as well as two granddaughters, Haley and Rowan. "Papa Redbear," as his grandchildren call him, plans to dedicate more time to them as well as participate in more runs and races.

"HEMC has been a good place to work," he says. "I appreciate everything HEMC has done for me and my family."



Jerry Cunningham

Sherry Humphries

When Sherry came to work at HEMC 31 years ago, she never dreamed she would gain so many extra brothers! "It's truly a family atmosphere; everybody helps everybody," she says. Some of her most fond memories are taking care of the crews during storm restoration by delivering food or materials.

Sherry and her husband, Randy, have three grown children: Christy, Misty and Charlie; as well as four grandchildren: Matthew, Sadie, Elijah and Emma. Her retirement plans include spending time with her family and camping. "Even though I'm leaving, I'll always care for and love my co-workers," she shares.



Sherry Humphries

Mark Jarrard

"It's been 33 years of camaraderie with my co-workers," says Mark. "We've been through many battles with storm damage and always had each other's

backs. I will miss these guys badly.

"I have thoroughly enjoyed working at HEMC," he adds. "I couldn't have picked a better career; I love being outdoors and our members." Mark and his wife, Tammy, have two adult daughters, Danielle and Kristin, and an infant granddaughter, Ella. He looks forward to spoiling Ella, spending time with his mother and playing golf during retirement.



Mark Jarrard

Tom Lammers

"On the day I came to work, 31 years ago, I was sent out to cut some new right-of-way," Tom recalls. "A few years later, I left and went to work for a survey company. I was so miserable the first day that I called HEMC and asked for my job back. They let me come back, and I've never regretted my decision to return."

Tom and his wife, Beverly, have an adult son, Zachary. Tom is proud of coming from a large family: 13 siblings, 44 nieces and nephews and about 50 great-nieces and great-nephews. He already has a list of things to do at home, church and in the community during retirement.



Tom Lammers

Kale Mize

Kale appreciates his 35 years at HEMC, "I've always enjoyed the outside work, and it suited me," he says. "It's been a fine



Kale Mize

Year in Retirement

group to work with, but it's time to open up another chapter in my life."

Kale and his wife, Ouida, have three adult children: Kendall, Adam and Rebecca; and four grandchildren: Emma, Drew, Sterling and Cosette. He intends to spend more time with his grandchildren and travel.

Rob Rowland

"I couldn't have picked a better career. I got to work outside, in a beautiful area, with the greatest people and nicest members," says Rob.



Rob Rowland

Rob plans to spend more time with his family: wife, Nina; grown daughters, Amanda and Megan; and grandchildren, Bryleigh and Henry. Looking back over his experiences, Rob states: "The Lord has really blessed me—far more than I ever deserved."

Ronnie Turpin

When he joined HEMC at 18, Ronnie's goal was to stay 30 years, raise his family, then explore other opportunities. He has met that goal as he and his wife, Arrahwannah, now have two grown daughters, Kate and Cassidy.



Ronnie Turpin

"I have enjoyed working with our great members and co-workers over the years," Ronnie shares. His most memorable events include an ice storm early in his career, the Blizzard of 1993 and Tropical Storm Irma. "My first ice storm I was wondering if I could survive as we were working in the cold and trees were falling all around me," Ronnie recalls.

His plans for retirement include camping and playing more golf. "HEMC has been an outstanding place for a career. Sometimes you spend more time

with your co-workers than your family. I've been lucky to have had such great co-workers."

Sharon Walls

Sharon has greeted countless members at the Clarkesville headquarters during her 32-year career as a cashier at HEMC.



Sharon Walls

Sharon and her husband, Rick, have two grown children, Ryan and Astona; and four grandchildren: Bree, Blythe, Brennan and Jaxon. She plans to enjoy more time with her grandchildren and at the beach. "My prayer has always been and will always be that everybody (at HEMC) goes home safely."

Mark Wood

Mark fondly remembers what led to his 37-year career at HEMC. "I was lying in the floor watching TV while my mama (Willene) was reading the EMC magazine. She didn't say a word, just handed me the magazine and pointed to the headline announcing that they were hiring. That was it."



Mark Wood

Over the years, he was continually struck by how the employees pulled together to meet needs and to help people. "The ultimate goal was the service to the members—that was always on my mind," he shares. Mark and his wife, Janice, have an adult daughter, Amber. Turning the page to retirement, he looks forward to spending more time with his family, hunting, fishing and continuing to help in the community.

"HEMC has been good to me," he says. "I wish the cooperative the best."

Statement of Nondiscrimination

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices, and employees and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotope, American Sign Language, etc.) should contact the responsible agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at www.ascr.usda.gov/ad-3027-usda-program-discrimination-complaint-form and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

- (1) **MAIL:** U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Ave., SW
Washington, D.C. 20250-9410;
- (2) **FAX:** (202) 690-7442; or
- (3) **EMAIL:** program.intake@usda.gov

Habersham Electric Membership Corporation is an equal opportunity provider and employer.

Habersham Electric Membership Corporation

BYLAWS Regarding Members – Meeting of Members – Directors

ARTICLE I — MEMBERS

1.01 Eligibility for Membership. Any person, as that term is defined by the Georgia Electric Membership Corporation Act, who may lawfully receive electrical service from an Electric Membership Corporation is eligible to become a member of Habersham Electric Membership Corporation, referred to in these Bylaws as “Cooperative.”

ARTICLE II — MEETING OF MEMBERS

2.01 Annual Meeting. The annual meeting of the members shall be held in the months of June, July, September or October of each year, at such place within a county in which electrical service is provided by the Cooperative, as shall be determined by the Board of Directors and designated in the notice of the meeting. The annual meeting shall be for the purpose of electing directors, passing upon reports covering the previous fiscal year and transacting such other business as may come before the meeting, except matters which, under these Bylaws, the Articles of Incorporation or the Georgia Electric Membership Corporation Act are required to be, but have not been, stated in the notice of the annual meeting. Failure to hold the annual meeting shall not work a forfeiture nor such failure affect otherwise valid corporate acts.

2.04 Quorum. Attendance in person of at least 150 members of the Cooperative shall constitute a quorum for any meeting of members. A majority of those present may adjourn the meeting from time to time whether or not a quorum is present. When a meeting is adjourned to another time or place, it shall not be necessary to give any notice of the adjourned meeting if the time and place to which the meeting is adjourned are announced at the meeting at which the adjournment is taken; and at the adjourned meeting, any business may be transacted that might have been transacted on the original date of the meeting.

2.05 Voting. Each member shall be entitled to only one vote upon each matter submitted to a vote at a meeting of the members. At all meetings of the members, the spouse of a member when the member is absent, shall be entitled to vote in place of the member. At all meetings of the members at which a quorum is present, the affirmative vote of a majority of the members represented at the meeting shall be the act of the membership unless the vote of a greater number is required by these Bylaws, the Articles of Incorporation or by law; provided, however, when a quorum is once present to organize a meeting, the members present may continue to do business at the meeting or at any adjournment thereof, notwithstanding the withdrawal of enough members to leave less than a quorum.

The Board may authorize a return-mail balloting process for the casting of votes on specific business matters in addition to or in place of voting for such matters at a meeting of the members. In such cases, the Board shall cause to be printed and mailed to all members, return-mail written ballots for voting on matters authorized by the Board. Instructions as to how the ballot(s) may be voted shall be printed thereon, and an explanation as to how the ballot may be returned and the deadline for return shall be enclosed therewith. The ballot shall be issue-neutral.

2.05A Absentee Voting. Members who are unable to attend the meeting of the members shall be provided the opportunity to vote an absentee ballot on all contested elections or other business matters appearing on the official ballot. The absentee ballot may be obtained at and returned to the office of the Cooperative, or through the mail using return-mail written absentee ballots during the period of not more than fourteen (14) days and not less than two (2) business days prior to the meeting of the members. The Credentials and Elections Committee, or a subcommittee thereof, shall qualify, count, and retain all return-mail absentee ballots prior to the meeting of the members. The results shall not be revealed to anyone until the appropriate time at the meeting of the members. Any member who votes by absentee ballot as above provided and then attends the annual meeting shall not be allowed to vote on any matter during the meeting and shall not have the privilege of receiving door prizes or other benefits at such meeting. The Board of Directors may adopt policies, rules and regulations governing the casting of absentee ballots and the delivery of such ballots to the place of the annual meeting.

2.07 Credentials and Election Committee. The Board of Directors shall, at least 60 days before any annual meeting of the members, appoint a Credentials and Election Committee composed of members who are not officers or directors of the Cooperative or candidates for such positions nor employees of the Cooperative, which shall be responsible for supervising the procedures for election of directors, the counting of all ballots or votes cast and for ruling on the effect of any ballots or votes irregularly marked or cast and on all other questions that may arise relating to member voting and the election of directors, including but not limited to, the validity of petitions of nomination or qualification of candidates and the regularity of the nomination and election of directors. Any committee member related within the second degree by affinity or consanguinity, computed according to the civil law, to any candidate for director shall refrain from participating in any deliberation or vote of the committee concerning such candidate. The Committee shall be composed of not less than five (5) nor more than fifteen (15) members.

The Credentials and Election Committee shall meet within five (5) days after the deadline for filing petitions to pass on the validity of petitions, qualifications of candidates, and carry out other duties.

2.08 Robert's Rules of Order.

Parliamentary procedure at the annual meeting of the members shall be governed by the most recent edition of *Robert's Rules of Order*, except to the extent such procedure is otherwise controlled by law or the Articles of Incorporation or these Bylaws. Any failure to conduct the meeting in compliance therewith, however, shall not render invalid any action taken at the meeting unless objection citing such failure is made at the time such action is taken.

ARTICLE III — DIRECTORS

3.02 Election of Directors. At each annual meeting, directors shall be elected by

the members to serve for a period of three (3) years and until the third succeeding annual meeting of the members after each director was elected or, notwithstanding the foregoing, until their successors shall have been elected and shall have qualified. Election of directors shall be by secret ballot unless there is only one member nominated for each seat coming vacant on the Board of Directors and the membership votes at the meeting to waive election by secret ballot.

Districts. The Board of Directors shall create four (4) member Districts to be established generally and equitably such that each director shall represent an approximate equal number of members. The Districts shall be represented by a map on file with the corporate records at the main office and available for inspection or copy upon request by any member. The Board of Directors shall name each District and shall have the duty of informing each and every member of the Cooperative of the District divisions. Each District shall have at least one (1) director on the Board during any given term. The Board of Directors shall on a regular basis, but not less than once every three years, examine the district boundaries and make changes as needed to ensure fair representation as the geographical distribution of the membership changes.

3.03 Qualifications of Directors. No member shall be eligible to be elected, remain, or be re-elected a director of the Cooperative unless such member meets the following qualifications:

(a) Such member is a natural person of the age of 18 years or over;

(b) Such member has been a member of the Cooperative and has resided within the HEMC district of which he or she would represent for at least one (1) year prior to the date on which he or she would take office;

(c) Such member is receiving service from the Cooperative at his primary residential abode unless temporarily prevented from doing so by causes reasonably beyond such member's control. The filing of a claim for homestead exemption shall be conclusive proof of the place of primary residence; proof of place of primary residence of a person who does not claim a homestead exemption shall be made by such evidence as shall be satisfactory to the Credentials and Election Committee;

(d) Such member is not in any way employed by or financially interested in an enterprise competing with the Cooperative. As used herein, “financially interested” shall mean ownership of more than a five percent (5%) interest of any sort in any such enterprise;

(e) Such member is not an employee of the Cooperative;

(f) Such member is not related to another director of the Cooperative in the first or second degree by affinity or consanguinity; and

(g) Such member is not the spouse of or otherwise related to a permanent, full-time employee of the Cooperative in the first or second degree by blood or marriage. A Board member who becomes related to another director or permanent employee as provided herein may complete his or her term on the

Board but shall not be eligible for re-election so long as the relationship exists. Notwithstanding the requirements of this paragraph, any duly elected director in office as of January 1, 2006, shall be eligible for re-election to the Board in any subsequent year as long as all other qualifications are met.

(h) Such member has not been employed on a part-time, full time or contract basis, by the Cooperative within the previous thirty-six (36) months.

(i) Such member is not a former employee currently receiving employment-related benefits from the Cooperative, e.g. retirement, medical insurance benefits, etc.

(j) Such member shall not have ever been convicted of a felony crime.

(k) Such member shall not have ever filed for personal bankruptcy.

(l) Such member shall not have been disconnected from electric service for failure to make payment within the previous five (5) years.

(m) Candidate affidavit. The member seeking election to the office of director shall provide a signed affidavit, in the form provided by the Cooperative, confirming their qualifications as outlined in this section for consideration as a director and authorizing the Cooperative to conduct criminal background checks and credit reports in accordance with applicable statutes.

3.04 Nominations by Nominating Committee. It shall be the duty of the Board to appoint, not less than 95 days before the date of each annual meeting or other meeting at which directors are to be elected, a Nominating Committee whose members shall be selected by the Board so as to give equitable representation to the geographical areas served by the Cooperative. No Board member shall be appointed to the Nominating Committee. It shall be the duty of the Nominating Committee to meet at least fifty (50) days prior to such meetings and to nominate one or more candidates for the directorships that are to be filled at such meetings.

3.05 Nominations by Petition. Other nominations for such elections may be made by written petition signed by not less than fifty (50) members which shall be submitted to the Secretary of the Cooperative or his nominee not less than forty-five (45) days prior to such meeting.

3.07 Election. Directors will be elected at large. An immediate drawing by lot shall resolve, where necessary, any tie votes.

3.10 Compensation. Directors as such shall not receive any salary for their services, but by resolution of the Board of Directors, an allowance for insurance, a fixed sum paid on a per diem basis and expenses associated therewith may be allowed for attendance at:

(a) Each meeting of the Board of Directors.

(b) Each meeting of a committee of the Board of Directors.

(c) Each state, regional or national meeting, convention, seminar, institute or clinic, provided that such attendance has been previously authorized by the Board of Directors.

(d) Any other meetings at which attendance is specifically authorized by the Board of Directors.

A complete set of bylaws is available at the Habersham EMC offices in Clarkesville and Cleveland.