

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

A For the **2023** calendar year, or tax year beginning , and ending

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization **ELECTRIC COOPERATIVES OF SOUTH CAROLINA**
 Doing business as
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite
808 KNOX ABBOTT DRIVE
 City or town, state or province, country, and ZIP or foreign postal code
CAYCE SC 29033

D Employer identification number
57-0308664

E Telephone number
803-796-6060

G Gross receipts \$ **13,666,138**

F Name and address of principal officer:
MICHAEL COUICK
808 KNOX ABBOTT DRIVE
CAYCE SC 29033

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
 If "No," attach a list. See instructions

I Tax-exempt status: 501(c)(3) 501(c) (**6**) (insert no.) 4947(a)(1) or 527

J Website: **WWW.ECSC.ORG** **H(c)** Group exemption number

K Form of organization: Corporation Trust Association Other **L** Year of formation: **1941** **M** State of legal domicile: **SC**

Part I Summary		Prior Year	Current Year
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: TO ASSIST MEMBERS OF THE CORPORATION IN PROVIDING ELECTRIC ENERGY TO CONSUMERS IN THE MEMBERS' SERVICE AREAS.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	42
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	42
	5 Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	43
	6 Total number of volunteers (estimate if necessary)	6	0
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	1,049,318
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0	
Revenue	8 Contributions and grants (Part VIII, line 1h)		0
	9 Program service revenue (Part VIII, line 2g)	11,363,077	11,675,169
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	464,994	346,726
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	964,369	1,644,243
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12,792,440	13,666,138
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0
	14 Benefits paid to or for members (Part IX, column (A), line 4)		0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	775,224	768,025
	16a Professional fundraising fees (Part IX, column (A), line 11e)		0
	b Total fundraising expenses (Part IX, column (D), line 25)	0	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	12,574,435	12,534,224
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	13,349,659	13,302,249	
19 Revenue less expenses. Subtract line 18 from line 12	-557,219	363,889	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 5,022,463	End of Year 4,773,863
	21 Total liabilities (Part X, line 26)	1,500,735	888,246
	22 Net assets or fund balances. Subtract line 21 from line 20	3,521,728	3,885,617

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here
 Signature of officer: *[Signature]* Date: **4/27/24**
MICHAEL COUICK PRESIDENT & CEO
 Type or print name and title

Paid Preparer Use Only
 Print/Type preparer's name: **JASON A. PEACOCK** Preparer's signature: *[Signature]* Date: **APR 16 2024** Check if PTIN self-employed: **P00978537**
 Firm's name: **MCNAIR, MCLEMORE, MIDDLEBROOKS & CO, LLC** Firm's EIN: **58-1094351**
 Firm's address: **POST OFFICE BOX ONE** Phone no.: **478-746-6277**
MACON, GA 31202-0001

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission:

TO ASSIST MEMBERS OF THE CORPORATION IN PROVIDING ELECTRIC ENERGY TO CONSUMERS IN THE MEMBERS' SERVICE AREAS.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ **13,302,249** including grants of \$) (Revenue \$ **11,675,169**)
SEE SCHEDULE O

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)
N/A

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)
N/A

4d Other program services (Describe on Schedule O.)

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses **13,302,249**

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>		X
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions		X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	X	
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>	X	
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments—other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments—program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I. See instructions</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III		X
28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions).		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV		X
b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV		X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV		X
29 Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I		X
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2		
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI		X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O.	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		

1a	94
1b	0

Part V		Statements Regarding Other IRS Filings and Tax Compliance (continued)		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	43		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X	
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b		X	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a			X
b	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a			X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b			X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c			
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a			X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b			
7	Organizations that may receive deductible contributions under section 170(c).				
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a			
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b			
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e			
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f			
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h			
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8			
9	Sponsoring organizations maintaining donor advised funds.				
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a			
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b			
10	Section 501(c)(7) organizations. Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	Section 501(c)(12) organizations. Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a			
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.				
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a			X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b			
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.	15			X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16			X
17	Section 501(c)(21) organizations. Did the trust, any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17			

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	1a 42		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 42		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		<input checked="" type="checkbox"/>
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		<input checked="" type="checkbox"/>
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	<input checked="" type="checkbox"/>	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		<input checked="" type="checkbox"/>
6	Did the organization have members or stockholders?	<input checked="" type="checkbox"/>	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	<input checked="" type="checkbox"/>	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	<input checked="" type="checkbox"/>	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	<input checked="" type="checkbox"/>	
b	Each committee with authority to act on behalf of the governing body?	<input checked="" type="checkbox"/>	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		<input checked="" type="checkbox"/>

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		<input checked="" type="checkbox"/>
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	<input checked="" type="checkbox"/>	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	<input checked="" type="checkbox"/>	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	<input checked="" type="checkbox"/>	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	<input checked="" type="checkbox"/>	
13	Did the organization have a written whistleblower policy?	<input checked="" type="checkbox"/>	
14	Did the organization have a written document retention and destruction policy?	<input checked="" type="checkbox"/>	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	<input checked="" type="checkbox"/>	
b	Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		<input checked="" type="checkbox"/>
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		<input checked="" type="checkbox"/>
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **SC**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records.

ELECTRIC COOPERATIVES OF SC 808 KNOX ABBOTT DRIVE SC 29033 803-796-6060 CAYCE

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) THERESA S. HICKS	2.00									
DIRECTOR	0.00	X					0	0	0	
(2) TERRY W. MALLARD	2.00									
DIRECTOR	0.00	X					0	0	0	
(3) JOHNNIE L. DICKERT	5.00									
CHAIRMAN	0.00	X		X			0	0	0	
(4) W. TERRY RICKETTS	2.00									
TRUSTEE	0.00	X					0	0	0	
(5) GARY L. STOOKSBURY	2.00									
TRUSTEE	0.00	X					0	0	0	
(6) WILLIS SANDERS	2.00									
TRUSTEE	0.00	X					0	0	0	
(7) MICHAEL (MIKE) S. FULLER	2.00									
TRUSTEE	0.00	X					0	0	0	
(8) GEORGE GIBSON	2.00									
TRUSTEE	0.00	X					0	0	0	
(9) KENNETH G. SOUTHERLIN	2.00									
TRUSTEE	0.00	X					0	0	0	
(10) JIMMY LEE DODGENS	2.00									
TRUSTEE	0.00	X					0	0	0	
(11) NORRIS R. FOWLER, JR.	2.00									
TRUSTEE	0.00	X					0	0	0	

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(12) MATTHEW (MATT) D. STANLEY	2.00									
TRUSTEE	0.00	X					0	0	0	
(13) CHAD CAPPS	2.00									
TRUSTEE	0.00	X					0	0	0	
(14) JAMEY COPELAND	2.00									
TRUSTEE	0.00	X					0	0	0	
(15) ROBERT C. HOCHSTETLER	2.00									
TRUSTEE	0.00	X					0	0	0	
(16) DOUGLAS REEVES	2.00									
TRUSTEE	0.00	X					0	0	0	
(17) LAVERN POLK	5.00									
SECRETARY/TREASURER	0.00	X		X			0	0	0	
(18) MARK WALLING	2.00									
TRUSTEE	0.00	X					0	0	0	
(19) JEFFREY (JEFF) M. LEWIS	2.00									
TRUSTEE	0.00	X					0	0	0	
1b Subtotal										
c Total from continuation sheets to Part VII, Section A							1,698,995		704,813	
d Total (add lines 1b and 1c)							1,698,995		704,813	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **23**

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
WILD DUNES LLC CHARLESTON SC 29492	115 FAIRCHILD STREET, SUITE 200 CONFERENCE	200,431
GREENVILLE CITY CENTER LLC GREENVILLE SC 29601	220 NORTH MAIN STREET CONFERENCE	149,301
TERRENI LAW FIRM COLUMBIA SC 29201	1508 LADY STREET LEGAL	102,891

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization

3

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f				
	g	Noncash contributions included in lines 1a-1f	1g \$				
	h	Total. Add lines 1a-1f					
Program Service Revenue			Business Code				
	2a	MEMBERSHIP DUES		10,625,851	10,625,851		
	b	SC LIVING - COMMUNICATIONS	511120	1,049,318		1,049,318	
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		11,675,169			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		346,726	346,724	2	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6a	Gross rents	(i) Real				
			(ii) Personal				
			6a				
			6b				
	b	Less: rental expenses	6b				
	c	Rental inc. or (loss)	6c				
	d	Net rental income or (loss)					
	7a	Gross amount from sales of assets other than inventory	(i) Securities				
			(ii) Other				
			7a				
			7b				
	b	Less: cost or other basis and sales exps.	7b				
c	Gain or (loss)	7c					
d	Net gain or (loss)						
8a	Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a					
b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events						
9a	Gross income from gaming activities. See Part IV, line 19	9a					
b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10a	Gross sales of inventory, less returns and allowances	10a					
b	Less: cost of goods sold	10b					
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue			Business Code				
	11a	MISCELLANEOUS	541900	890,857	890,857		
	b	CREDIT UNION REIMBURSEMENT	541900	662,351	662,351		
	c	PROF DEV - COMMUNICATIONS		91,035	91,035		
	d	All other revenue					
	e	Total. Add lines 11a-11d		1,644,243			
12	Total revenue. See instructions		13,666,138	12,616,818	1,049,318	2	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	768,025	768,025		
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages				
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes				
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting				
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)				
12 Advertising and promotion	1,982,116	1,982,116		
13 Office expenses				
14 Information technology				
15 Royalties				
16 Occupancy				
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a ADMINISTRATIVE	3,992,872	3,992,872		
b COMMUNICATIONS	2,487,863	2,487,863		
c GOVERNMENT RELATIONS	2,007,211	2,007,211		
d LOSS CONTROL AND TRAINING	1,647,569	1,647,569		
e All other expenses	416,593	416,593		
25 Total functional expenses. Add lines 1 through 24e	13,302,249	13,302,249	0	0
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year	
Assets	1	Cash—non-interest-bearing	1,008,565	1	835,708
	2	Savings and temporary cash investments	23,153	2	12,422
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	281,834	4	351,210
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	113,299	9	108,559
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 4,684,591		
	b	Less: accumulated depreciation	10b 2,570,006	10c	2,114,585
	11	Investments—publicly traded securities	250,538	11	
	12	Investments—other securities. See Part IV, line 11		12	
	13	Investments—program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	1,172,104	15	1,351,379
16	Total assets. Add lines 1 through 15 (must equal line 33)	5,022,463	16	4,773,863	
Liabilities	17	Accounts payable and accrued expenses	744,904	17	235,853
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	755,831	25	652,393
	26	Total liabilities. Add lines 17 through 25	1,500,735	26	888,246
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 27, 28, 32, and 33.				
	27	Net assets without donor restrictions		27	
	28	Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 29 through 33.				
	29	Capital stock or trust principal, or current funds		29	
	30	Paid-in or capital surplus, or land, building, or equipment fund		30	
	31	Retained earnings, endowment, accumulated income, or other funds	3,521,728	31	3,885,617
32	Total net assets or fund balances	3,521,728	32	3,885,617	
33	Total liabilities and net assets/fund balances	5,022,463	33	4,773,863	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	13,666,138
2	Total expenses (must equal Part IX, column (A), line 25)	2	13,302,249
3	Revenue less expenses. Subtract line 2 from line 1	3	363,889
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	3,521,728
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	3,885,617

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

- 1** Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both.
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both.
 Separate basis Consolidated basis Both consolidated and separate basis
- c** If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(20) DAVID FELKEL										
(12) TRUSTEE	2.00 0.00	X					0	0	0	
(21) BRUCE G. BACON										
(13) TRUSTEE	2.00 0.00	X					0	0	0	
(22) DERIAL OGBURN										
(14) TRUSTEE	2.00 0.00	X					0	0	0	
(23) DANIEL B. SHELLEY, III										
(15) TRUSTEE	2.00 0.00	X					0	0	0	
(24) RONALD H. FLOYD										
(16) TRUSTEE	2.00 0.00	X					0	0	0	
(25) MARCUS E. COOK										
(17) TRUSTEE	2.00 0.00	X					0	0	0	
(26) TODD CARTER										
(18) TRUSTEE	2.00 0.00	X					0	0	0	
(27) VINCE FURTICK										
(19) TRUSTEE	2.00 0.00	X					0	0	0	
1b Subtotal										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)										

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual	3	
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	4	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person	5	

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(28) BRIAN W. BROUGHTON										
(12) TRUSTEE	2.00 0.00	X					0	0	0	
(29) DONETTE B. KIRKLAND										
(13) TRUSTEE	2.00 0.00	X					0	0	0	
(30) B. ROBERT PAULLING										
(14) TRUSTEE	2.00 0.00	X					0	0	0	
(31) JAMES L. LOVINGGOOD										
(15) TRUSTEE	2.00 0.00	X					0	0	0	
(32) ROBERT W. (BOBBY) SMITH										
(16) TRUSTEE	2.00 0.00	X					0	0	0	
(33) JACK G. VALLENTINE, III										
(17) TRUSTEE	2.00 0.00	X					0	0	0	
(34) KEITH AVERY										
(18) TRUSTEE	2.00 0.00	X					0	0	0	
(35) D. TERRELL SMITH										
(19) TRUSTEE	2.00 0.00	X					0	0	0	
1b Subtotal										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)										

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual	3	
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	4	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person	5	

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(36) A. BERL DAVIS, JR.										
(12) TRUSTEE	2.00 0.00	X					0	0	0	
(37) DON E. COKER										
(13) TRUSTEE	2.00 0.00	X					0	0	0	
(38) ROBERT (ROB) G. ARDIS, III										
(14) TRUSTEE	2.00 0.00	X					0	0	0	
(39) CHAD T. LOWDER										
(15) VICE CHAIRMAN	5.00 0.00	X		X			0	0	0	
(40) WILLIAM T. ROBINSON										
(16) TRUSTEE	2.00 0.00	X					0	0	0	
(41) TOMMIE BRATTON										
(17) TRUSTEE	2.00 0.00	X					0	0	0	
(42) E. PAUL BASHA										
(18) TRUSTEE	2.00 0.00	X					0	0	0	
(43) MICHAEL COUICK										
(19) PRESIDENT & CEO	50.00 0.00			X			601,734	0	166,291	
1b Subtotal							601,734		166,291	
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)										

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3	
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5	

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(44) PEGGY DANTZLER										
(12) VP - LC & TRAINING	50.00 0.00					X	178,667	0	83,494	
(45) CHRIS KOON										
(13) SR VP-GEN COUNSEL	50.00 0.00					X	267,281	0	128,951	
(46) JOHN FRICK										
(14) VP-GOVN RELATIONS	50.00 0.00					X	268,361	0	124,015	
(47) ANN WESTBROOK										
(15) CFO	50.00 0.00					X	190,410	0	98,374	
(48) MICHAEL SMITH										
(16) VP- BUSINESS & TECH	50.00 0.00					X	192,542	0	103,688	
(17)										
(18)										
(19)										
1b Subtotal							1,097,261		538,522	
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)										

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual	3	
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	4	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person	5	

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization

SCHEDULE C (Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2023

Open to Public Inspection

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527

Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury Internal Revenue Service

If the organization answered "Yes" on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then:

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then:

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then:

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization ELECTRIC COOPERATIVES OF SOUTH CAROLINA Employer identification number 57-0308664

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."
2 Political campaign activity expenditures. See instructions \$
3 Volunteer hours for political campaign activities. See instructions

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 \$
2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$
3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
4a Was a correction made? Yes No
b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$
2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities \$
3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b \$
4 Did the filing organization file Form 1120-POL for this year? Yes No
5 Enter the names, addresses, and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

Table with 5 columns: (a) Name, (b) Address, (c) EIN, (d) Amount paid from filing organization's funds, (e) Amount of political contributions received and promptly and directly delivered to a separate political organization. Rows 1-6 are empty.

Part II-A

Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)														
c Total lobbying expenditures (add lines 1a and 1b)														
d Other exempt purpose expenditures														
e Total exempt purpose expenditures (add lines 1c and 1d)														
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000,</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000,</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000,</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000,</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000,</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	not over \$500,000,	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000,	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
not over \$500,000,	20% of the amount on line 1e.													
over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.													
over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.													
over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.													
over \$17,000,000,	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)														
h Subtract line 1g from line 1a. If zero or less, enter -0-														
i Subtract line 1f from line 1c. If zero or less, enter -0-														
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column (e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

Table with columns (a) Yes/No and (b) Amount. Rows include: 1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation... a Volunteers? b Paid staff or management... c Media advertisements? d Mailings to members... e Publications... f Grants to other organizations... g Direct contact with legislators... h Rallies, demonstrations... i Other activities? j Total. Add lines 1c through 1i. 2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)? b If "Yes," enter the amount of any tax incurred under section 4912. c If "Yes," enter the amount of any tax incurred by organization managers under section 4912. d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

Table with columns Yes/No. Rows include: 1 Were substantially all (90% or more) dues received nondeductible by members? 2 Did the organization make only in-house lobbying expenditures of \$2,000 or less? 3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

Table with columns 1, 2a, 2b, 2c, 3, 4, 5. Rows include: 1 Dues, assessments and similar amounts from members. 2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). a Current year. b Carryover from last year. c Total. 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues. 4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year? 5 Taxable amount of lobbying and political expenditures. See instructions.

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

Series of horizontal dotted lines for providing supplemental information.

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization

ELECTRIC COOPERATIVES OF SOUTH CAROLINA

Employer identification number

57-0308664

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 1 Total number at end of year, 2 Aggregate value of contributions to (during year), 3 Aggregate value of grants from (during year), 4 Aggregate value at end of year, 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? (Yes/No), 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? (Yes/No)

Part II Conservation Easements

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 2 columns: Description, Held at the End of the Tax Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply), 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year (2a Total number of conservation easements, 2b Total acreage restricted by conservation easements, 2c Number of conservation easements on a certified historic structure included on line 2a, 2d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register), 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year, 4 Number of states where property subject to conservation easement is located, 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? (Yes/No), 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? (Yes/No), 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 2 columns: Description, Amount. Rows include: 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. 1b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items. (i) Revenue included on Form 990, Part VIII, line 1, (ii) Assets included in Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items. a Revenue included on Form 990, Part VIII, line 1, b Assets included in Form 990, Part X.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).
a Public exhibition
b Scholarly research
c Preservation for future generations
d Loan or exchange program
e Other
4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

Part IV Escrow and Custodial Arrangements

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?
b If "Yes," explain the arrangement in Part XIII and complete the following table.
c Beginning balance
d Additions during the year
e Distributions during the year
f Ending balance
2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?
b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Table with 2 columns: Description, Amount. Rows: 1c Beginning balance, 1d Additions during the year, 1e Distributions during the year, 1f Ending balance.

Part V Endowment Funds

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

Table with 6 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows: 1a Beginning of year balance, b Contributions, c Net investment earnings, gains, and losses, d Grants or scholarships, e Other expenditures for facilities and programs, f Administrative expenses, g End of year balance.

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a Board designated or quasi-endowment %
b Permanent endowment %
c Term endowment %
The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) Unrelated organizations?
(ii) Related organizations?
b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

Table with 3 columns: Question, Yes, No. Rows: 3a(i), 3a(ii), 3b.

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Table with 5 columns: Description of property, (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows: 1a Land, b Buildings, c Leasehold improvements, d Equipment, e Other, Total.

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))

Part VII Investments – Other Securities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, line 12, col. (B))		

Part VIII Investments – Program Related

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, line 13, col. (B))		

Part IX Other Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) PREPAID POSTRETIREMENT BENEFITS	1,189,932
(2) DEFERRED COMPENSATION PLAN	141,331
(3) OTHER ASSET	17,616
(4) MEMBERSHIP FEES	2,500
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	1,351,379

Part X Other Liabilities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) ACCRUED LIABILITIES	511,062
(3) DEFERRED COMPENSATION- CONTRA	141,331
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	652,393

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII

SCHEDULE J (Form 990)

Department of the Treasury Internal Revenue Service Name of the organization

ELECTRIC COOPERATIVES OF SOUTH CAROLINA

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees Complete if the organization answered "Yes" on Form 990, Part IV, line 23. Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Employer identification number 57-0308664

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- First-class or charter travel, Travel for companions, Tax indemnification and gross-up payments, Discretionary spending account, Housing allowance or residence for personal use, Payments for business use of personal residence, Health or social club dues or initiation fees, Personal services (such as maid, chauffeur, chef)

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- Compensation committee, Independent compensation consultant, Form 990 of other organizations, Written employment contract, Compensation survey or study, Approval by the board or compensation committee

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- Receive a severance payment or change-of-control payment?, Participate in or receive payment from a supplemental nonqualified retirement plan?, Participate in or receive payment from an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- The organization?, Any related organization? If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- The organization?, Any related organization? If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Table with 3 columns: Question, Yes, No. Rows 1a, 1b, 2, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, 8, 9.

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

	(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1	MICHAEL COUICK PRESIDENT & CEO	(i) 526,103 (ii) 0	(ii) 61,190 (iii) 14,441	150,381	15,910	768,025	0	
2	PEGGY DANTZLER VP - LC & TRAINING	(i) 171,345 (ii) 0	(ii) 4,303 (iii) 3,019	78,644	4,850	262,161	0	
3	CHRIS KOON SR VP-GEN COUNSEL	(i) 263,110 (ii) 0	(ii) 2,778 (iii) 1,393	120,165	8,786	396,232	0	
4	JOHN FRICK VP-GOVN RELATIONS	(i) 264,247 (ii) 0	(ii) 2,778 (iii) 1,336	120,165	3,850	392,376	0	
5	ANN WESTBROOK CFO	(i) 182,287 (ii) 0	(ii) 1,966 (iii) 6,157	85,791	12,583	288,784	0	
6	MICHAEL SMITH VP- BUSINESS & TECH	(i) 184,009 (ii) 0	(ii) 2,828 (iii) 5,705	88,037	15,651	296,230	0	
7		(i)	(ii) .....	.....	.....	.....	.....
8		(i)	(ii) .....	.....	.....	.....	.....
9		(i)	(ii) .....	.....	.....	.....	.....
10		(i)	(ii) .....	.....	.....	.....	.....
11		(i)	(ii) .....	.....	.....	.....	.....
12		(i)	(ii) .....	.....	.....	.....	.....
13		(i)	(ii) .....	.....	.....	.....	.....
14		(i)	(ii) .....	.....	.....	.....	.....
15		(i)	(ii) .....	.....	.....	.....	.....
16		(i)	(ii) .....	.....	.....	.....	.....

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 4 - SEVERANCE, NONQUALIFIED, AND EQUITY-BASED PAYMENTS

SEVERANCE NONQUALIFIED EQUITY-BASED

MICHAEL COUICK 0 55,693 0

PART III - OTHER ADDITIONAL INFORMATION

OTHER REPORTABLE COMPENSATION (COLUMN B (III)) INCLUDES GROUP TERM LIFE

INSURANCE BENEFITS FOR AMOUNTS OVER \$50,000 AND EMPLOYER PROVIDED

AUTOMOBILE INCOME.

RETIREMENT AND OTHER DEFERRED COMPENSATION (COLUMN C) INCLUDES EMPLOYER

401(K) MATCHING, EMPLOYER CONTRIBUTIONS TO RETIREMENT SECURITY PLAN, AND

EMPLOYER CONTRIBUTIONS TO THE EXECUTIVE BENEFIT RESTORATION PLAN (EBR

PLAN). NONTAXABLE BENEFITS (COLUMN D) INCLUDE EMPLOYER PAID INSURANCE

PREMIUMS (HEALTH, DENTAL, ETC.), EMPLOYER AND EMPLOYEE CONTRIBUTIONS TO

HEALTH SAVINGS ACCOUNTS, AND EMPLOYEE CONTRIBUTIONS TO FSA DEPENDENT CARE

ACCOUNT. BOTH, COLUMN (C) AND COLUMN (D), INCLUDE BENEFITS THAT ARE NOT

REPORTABLE ON W-2, 1099-MISC, OR 1099-NEC, AND THEREFORE ARE NOT SUBJECT TO

THE EXCISE TAX FOR TAX-EXEMPT ORGANIZATIONS UNDER IRC SECTION 4960.

THE CORPORATION REPORTED PAYMENTS MADE FOR THE EBR PLAN IN THE CURRENT YEAR

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

AS A COMPONENT OF COMPENSATION IN COLUMN (B) (II). AMOUNTS REPORTED IN COLUMN (B) (II) FOR MICHAEL COUICK ON THE 2023 FORM 990 INCLUDE \$55,693 IN EBR PLAN PAYMENTS AND HAVE BEEN DISBURSED TO COMPLY WITH IRS RULES AND IN ACCORDANCE WITH THE CORPORATION'S BOARD ADOPTED EBR PLAN.

**SCHEDULE O
(Form 990)**

Supplemental Information to Form 990 or 990-EZ

OMB No. 1545-0047

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

2023

Attach to Form 990 or Form 990-EZ.

Open to Public Inspection

Go to www.irs.gov/Form990 for the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization **ELECTRIC COOPERATIVES
OF SOUTH CAROLINA**

Employer identification number
57-0308664

FORM 990, PART III, LINE 4A - FIRST ACCOMPLISHMENT

SEE SCHEDULE O

ECSC IS A NOT-FOR-PROFIT CORPORATION ORGANIZED TO:

-FOSTER, DEVELOP AND ENCOURAGE THE PROGRAM OF RURAL ELECTRIFICATION IN THE STATE OF SOUTH CAROLINA

-FURTHER THE GENERAL WELFARE AND TO PROMOTE THE INTEREST OF THE MEMBERS OF ECSC; TO FURTHER THE SAFETY, STABILITY, SECURITY AND PROSPERITY OF ELECTRIC COOPERATIVES; TO AID IN SOLVING THE PROBLEMS COMMON TO ELECTRIC COOPERATIVES

-DISSEMINATE INFORMATION RELATING TO THE RURAL ELECTRIFICATION PROGRAM; TO COOPERATE WITH FEDERAL, STATE AND MUNICIPAL AGENCIES IN THE PROMOTION OF RURAL ELECTRIFICATION AND NATIONAL, STATE, COMMUNITY AND RURAL DEVELOPMENT; TO PROVIDE SERVICES AND INFORMATIONAL PROGRAMS THAT WILL STIMULATE LOCAL GROWTH, STABILITY AND SECURITY AND STRENGTHEN THE ELECTRIC COOPERATIVE PROGRAM IN SOUTH CAROLINA

-OTHERWISE ASSIST THE MEMBERS OF ECSC TO PROVIDE ELECTRIC ENERGY TO INHABITANTS OF MEMBER SERVICE AREAS AT THE LOWEST POSSIBLE COST CONSISTENT WITH SOUND ECONOMY

-OPERATE ALWAYS FOR THE BENEFIT OF ITS MEMBER COOPERATIVES AND THROUGH THEM FOR THE BENEFIT OF THEIR CONSUMERS, DOING THOSE THINGS THROUGH ECSC THAT CAN BE DONE BETTER TOGETHER THAN INDIVIDUALLY

FORM 990, PART VI, LINE 4 - SIGNIFICANT CHANGES TO ORGANIZATIONAL DOCUMENTS AMENDMENT WAS MADE TO BY-LAWS ON DECEMBER 5, 2023 TO ARTICLE III, SECTION 5

- FOR PURPOSES OF CLARITY IN REGARD TO AN EXECUTED INSTRUMENT, IN WRITING,

Name of the organization

ELECTRIC COOPERATIVES

Employer identification number

57-0308664

STATING THE NAMES OF EACH MEMBER'S REPRESENTATIVE, ALTERNATE REPRESENTATIVE, AND DATES OF EXPIRATION OF THEIR RESPECTIVE TERMS. THE AMENDMENT NOW SPECIFICALLY STATES THE INSTRUMENT SHOULD BE EXECUTED BY EITHER 1) THE BOARD CHAIR OR 2) BOTH THE BOARD VICE-CHAIR AND SECRETARY OF SUCH MEMBER UNDER ITS CORPORATE SEAL.

FORM 990, PART VI, LINE 6 - CLASSES OF MEMBERS OR STOCKHOLDERS
THE CORPORATION HAS MEMBERS AS PROVIDED FOR IN ITS BYLAWS.

FORM 990, PART VI, LINE 7A - ELECTION OF MEMBERS AND THEIR RIGHTS
THE CORPORATION'S GOVERNING BODY CONSISTS OF TWO REPRESENTATIVES FROM EACH MEMBER COOPERATIVE AS PROVIDED FOR IN ITS BYLAWS.

FORM 990, PART VI, LINE 7B - DECISIONS SUBJECT TO APPROVAL OF MEMBERS
CERTAIN DECISIONS OF THE GOVERNING BODY ARE SUBJECT TO APPROVAL BY MEMBERS AS PROVIDED FOR IN ITS BYLAWS.

FORM 990, PART VI, LINE 11B - ORGANIZATION'S PROCESS TO REVIEW FORM 990
FORM 990 IS REVIEWED BY THE BOARD WITH ALL SUPPORTING DOCUMENTATION MADE AVAILABLE TO THEM.

FORM 990, PART VI, LINE 12C - ENFORCEMENT OF CONFLICTS POLICY
THE CORPORATION REGULARLY AND CONSISTENTLY MONITORS AND ENFORCES COMPLIANCE WITH THEIR CONFLICT OF INTEREST POLICY.

FORM 990, PART VI, LINE 15A - COMPENSATION PROCESS FOR TOP OFFICIAL
COMPENSATION FOR THE CEO IS REVIEWED AND APPROVED THROUGH THE USE OF A

Name of the organization

Employer identification number

ELECTRIC COOPERATIVES

57-0308664

COMPENSATION SURVEY PERFORMED BY AN INDEPENDENT CONSULTANT AND A
PERFORMANCE REVIEW CONDUCTED BY THE COMPENSATION COMMITTEE AS INDICATED IN
HIS EMPLOYMENT CONTRACT THAT IS PUT INTO ACTION BY THE MEMBER-ELECTED
BOARD.

FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOSURE EXPLANATION
THE CORPORATION MAKES ITS BYLAWS, CONFLICT OF INTEREST POLICY, AND
FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST. THE
FORM 990 IS AVAILABLE ON THE CORPORATION'S WEBSITE AND UPON REQUEST AS
REFLECTED IN PART VI SECTION C LINE 18.

BYLAWS

THE ELECTRIC COOPERATIVES OF SOUTH CAROLINA, INC.

Last Amended 12-5-23

The following shall constitute the bylaws of The Electric Cooperatives of South Carolina, Inc., hereinafter called "the Association":

ARTICLE I

Purpose and Offices

Section 1. The Purpose and Objectives of the Association shall be to promote the common business interests of member electric cooperatives within the meaning of Section 501(c)(6) of the Internal Revenue Code of 1986, as amended (the "Code"), and:

- (a) to improve business conditions for member electric cooperatives;
- (b) to foster, develop, and encourage the program of rural electrification in the State of South Carolina;
- (c) to further the general welfare and generally to promote the interest of the members of the Association; to further the safety, stability, security, and prosperity of the Electric Cooperatives; to aid in solving the problems common to Electric Cooperatives;
- (d) to disseminate information relating to the rural electrification program; to cooperate with federal, state, and municipal agencies in the promotion of rural electrification and national, state, community, and rural development; to provide services and informational programs that will stimulate local growth, stability, and security, and strengthen the electric cooperative program in South Carolina;
- (e) to otherwise assist the members of the Association to provide electric energy to inhabitants of member service areas at the lowest possible cost consistent with sound economy;
- (f) to operate always for the benefit of its member cooperatives, and through them for the benefit of their consumers, doing those things through The Electric Cooperatives of South Carolina, Inc., that can be done better together than individually.

Section 2. Limitation. In no event will the Association engage in activities not permitted to be carried on by an organization described in Section 501(c)(6) of the Code.

Section 3. Principal Office. The Association shall maintain its Principal Office as required

by the South Carolina Nonprofit Corporation Act of 1994, as amended (the "Act"), in the City of Cayce, State of South Carolina, or such other place as designated from time to time by the Board of Trustees for the principal executive offices of the Association (the "Principal Office").

Section 4. Registered Office. The Association shall maintain a Registered Office as required by the Act at a location in the State of South Carolina designated by the Board of Trustees from time to time (the "Registered Office"). In the absence of a contrary designation by the Board of Trustees, the Registered Office of the Association shall be located at its Principal Office.

ARTICLE II

Members and Membership

Section 1. Qualifications and Obligations of Members. All persons, firms, corporations, or bodies politic engaged in the electric cooperative line of business in the State of South Carolina shall be eligible for membership in the Association upon:

(a) paying a membership fee as hereinafter provided;

(b) agreeing to comply with and be bound by the articles of incorporation of the Association and these bylaws and any amendments thereto and such rules and regulations as may from time to time be adopted by the Board of Trustees;

(c) agreeing to use the services of the Association to the extent deemed useful to the members; provided, however, that no such person, firm, corporation, or body politic shall become a member of the Association unless and until he has been accepted for membership by the Board of Trustees or by the members of the Association.

Section 2. Membership Fee. Annual membership fees shall be as determined by the Board of Trustees from time to time, with such classification as may be reasonable.

Section 3. Non-liability for Debts of the Association. The property of the members shall be exempt from execution for the debts of the Association and no member shall be liable or responsible for any debts or liabilities of the Association.

Section 4. Resignation of Members. A member may resign at any time by delivering written notice to the Board of Trustees, the Board Chair, or the Secretary.

Section 5. Termination, Expulsion and Suspension of a Member. Subject to the South Carolina Nonprofit Corporation Act of 1994, as amended (the "Act"), a member may be expelled or suspended, and a membership in the Association terminated. Fifteen (15) days prior written notice must be delivered to such member. Such notice must state the reason for the proposed termination, expulsion, or suspension. The notice also must set forth the date, place, and time such member shall be given the opportunity to be heard orally by the Board of Trustees, as well as the address and date

by which the member shall have the opportunity to be heard by the Board of Trustees in writing. The member must be provided the opportunity to be heard at least five (5) days before the effective date of the expulsion, suspension, or termination. The Association may expel or suspend a member or terminate such membership upon the affirmative vote of two-thirds of the Board of Trustees. Any member so expelled, suspended, or terminated may be reinstated as a member by a vote of the members at any annual or special meeting of the members. The action of the members with respect to any such reinstatement shall be final.

Section 6. Effect of Termination of Membership. Termination of membership in any manner, whether by resignation, expulsion, termination, or suspension, shall operate as a release of all right, title, and interest of the member in the property and assets of the Association; provided, however, that such termination of membership shall not release the member from the debts or liabilities of such member to the Association.

ARTICLE III

Meetings of Members

Section 1. Annual Meeting. The annual meeting of the members shall be held during the month of November or December at such time and place as shall be designated in the notice of the meeting for the purpose of selecting trustees, passing upon reports, covering the previous fiscal year, and transacting such other business as may come before the meeting. If the election of trustees shall not be held on the day designated herein for any annual meeting, or at any adjournment thereof, the Board of Trustees shall cause the election to be held at a special meeting of the members as soon thereafter as conveniently may be. Failure to hold the annual meeting at the designated time does not affect the validity of a corporate action.

Section 2. Special Meetings. Special meetings of the members may be called by the Board Chair, by the Board of Trustees, by any three trustees, or by the holders of record of five percent (5%) of the Association's voting power entitled to vote at such meeting, provided such holders comply with such demand provisions set forth in the Act and these Bylaws. Upon the written, signed, and dated demand, which states the purpose of the meeting, being delivered in accordance with the foregoing to an officer of the Association personally or by registered or certified mail, the Board Chair or Secretary, on or before the thirtieth (30) day after the date of such demand, shall fix the date and time of the meeting and provide notice thereof to the members in accordance with Section 3 of this Article III. Special meetings of the members shall be held at a time and location designated by the person calling the meeting in the notice of the meeting. A notice of a special meeting at which the removal of a trustee is to be considered must state that the purpose or one of purposes of the meeting is removal of a trustee.

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, the purpose or purposes for which the meeting is called, shall be delivered to each member no fewer than ten (10) days, or if notice is mailed by other than first class or registered mailed, thirty (30) days, nor more than sixty (60) days

before the meeting date by any method permitted under the Act, to all members of record entitled to vote at such meeting. Such notice shall state the date, time, and place of the meeting and, if required by the Act or these Bylaws, the purpose or purposes for which such meeting was called. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail, in a sealed envelope, addressed to the member at its address as it appears on the records of the Association 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 such meeting.

Section 4. Quorum. The presence of individual members and representatives of corporate members, selected as provided in Section 5 of this Article III, representing at least one-half of the total number of the members of the Association, shall constitute a quorum for the transaction of business at all meetings of the members, provided, that if less than one-half of the total number of members are represented at any such meeting a majority of the said members present may adjourn the meeting from time to time without further notice.

Section 5. Voting. Each member shall be entitled to one vote and no more upon each matter submitted to a vote at a meeting of the members. At all meetings of the members at which a quorum is present, all questions shall be decided by a vote of the majority of the members present or represented except as otherwise provided by law, the articles of incorporation of the Association, or the bylaws. There shall be no voting by proxy or by mail. The votes of each corporate member shall be cast by a duly authorized representative. If the representative is not present at any meeting, the vote of such member shall be cast by the duly authorized alternate representative. At all meetings of the Association each corporate member shall be entitled to have both a representative and an alternate representative present. Each corporate member shall file with the secretary of the Association an instrument in writing executed by either 1) the chair or 2) both the vice-chair and secretary of such member under its corporate seal, stating the names of its representative and alternate representative and dates of expiration of their respective terms as representatives of such member, and certify that such representative and alternate have been appointed in accordance with a resolution duly adopted by its Board of Trustees. Each corporate member may at any time, by resolution of its Board of Trustees, terminate the appointment of its representative or alternate, and it shall thereupon notify the Association of such action by an instrument in writing executed by its chair or vice-chair and secretary under its corporate seal. The representative or alternate of each corporate member shall be deemed authorized to vote as he sees fit on all matters submitted to a vote by the members of the Association unless such member shall, by an instrument in writing executed by its chair and secretary under its corporate seal pursuant to a resolution duly adopted by its Board of Trustees, specifically limit the voting power of such representative or alternate or president. Nothing contained in this section shall be construed to grant to any members more than one vote or to affect in any manner whatsoever the validity of any action taken at the meeting of the members.

Section 6. 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. Ascertaining that a quorum is present.

2. Reading of the notice of the meetings and proof of the due publications or mailing thereof, or the waiver or waivers of notice if the meeting, as the case may be.

3. Reading of unapproved minutes of previous meetings of the members and the taking of necessary action thereon.

4. Presentation and consideration of, and acting upon, reports of officers, trustees and committees.

5. Election of trustees.

6. Unfinished business.

7. New Business.

8. Adjournment.

Section 7. Attorney as Parliamentarian. The Association's attorney shall act as parliamentarian at all meetings, which shall be governed where applicable by Robert's Rules of Order.

ARTICLE IV

Trustees

Section 1. General Powers. The business and affairs of the Association shall be managed by a Board of Trustees which shall exercise all of the powers of the Association except such as are by law or by the articles of incorporation of the Association or by these bylaws conferred upon or reserved to the members.

Section 2. Number, Qualifications and Tenure. Each corporate member shall be entitled to two representatives on the Board of Trustees, to be nominated by the Board of the corporate member and elected at the annual meeting of the members; provided, however, that if there is only one (1) member of the Association, that member must elect three (3) Trustees. No one shall be eligible to be a Trustee who is not a member of the Association or a member of a corporate member. The Trustees shall serve for one year or until their successors are elected and qualified.

Section 3. Vacancies. Subject to the provisions of Section 4 of Article IV, any vacancy occurring in the Board of Trustees, whether by death, removal, resignation, or disqualification of a trustee or by increase in the number of trustees, or otherwise, shall be filled by a majority vote of the Board of Trustees of the Association upon the nomination of the Board of the corporate member from which the vacancy occurs, and any trustee thus elected shall serve until the next annual meeting of the members or until his successor shall have been elected and shall be qualified.

Section 4. Resignation of Trustees. A trustee may resign at any time by delivering written notice to the Board of Trustees, the Board Chair, or the Secretary. A resignation is effective when the notice is effective unless the notice specifies a later date. If the resignation is made effective at a later date, the vacancy may be filled in accordance with Section 3 of Article IV before the effective date if the successor does not take office until the effective date.

Section 5. Removal of Trustee by the Association. Any trustee elected by the members may be removed from office, with or without cause, by the members of the Association if the number of votes cast to remove the trustee would be sufficient to elect the trustee at a meeting to elect trustees. Any member may initiate the removal process by filing them in writing with the Secretary, together with a petition signed by thirty per centum (30%) of the members, requesting the removal of the officer or trustee in question. A trustee elected by the members may be removed by the members only at a meeting called for the purpose of removing the trustee and the meeting notice states that the purpose, or one of the purposes, of the meeting is the removal of the trustee. The trustee sought to be removed shall be informed of such action in writing prior to the meeting and shall have an opportunity at the meeting to be heard in person or by counsel and to present evidence; and the person or persons seeking removal shall have the same opportunity.

Section 6. Compensation of Trustee. The Association shall not pay any compensation to or expenses of members of the Board of Trustees in connection with their duties as trustees or representatives or alternate representatives for attendance at any meeting of the members. Nothing herein shall be construed to authorize payment by the Association of the expenses of attendance of individual members, representatives, alternate representatives, or chairs of corporate members for attendance at any meeting of the members. No close relative of a trustee shall receive compensation for serving the Association, unless such compensation shall be specifically authorized by a vote of the Trustees. For purposes of this section, "close relative" is defined as a spouse, parent, brother, sister, child, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, or grandchild.

Section 7. Rules and Regulations. The Board of Trustees shall have power to make and adopt such rules and regulations not inconsistent with law, the articles of incorporation of the Association, or these bylaws, as it may deem advisable for the management, administration, and regulation of the business and affairs of the Association.

Section 8. Accounting System and Reports. The Board of Trustees shall cause to be established and maintained a complete accounting system. All accounts of the Association shall be examined by a committee of the Board of Trustees which shall render reports as directed by the Board but not less often than annually. The Board of Trustees 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 Association as of the end of such fiscal year. Such audit report shall be submitted to the Board of Trustees.

Section 9. Executive Committee. There shall be an Executive Committee which shall

exercise all the powers of the Board of Trustees in accordance with the policy of the Association and direction of the Board during intervals between the meetings of the trustees. The Executive Committee also is specifically authorized to establish different rights and obligations for different members, including, but not limited to, differences that relate to dues, assessments, and uses of facilities. However, such authority does not extend to the creation of a separate class of members with different voting, dissolution, redemption, or transfer rights.

Said Executive Committee shall consist of the following officers, all of whom shall be elected by the Board of Trustees:

- Board Chair;
- Board Vice Chair;
- Secretary/Treasurer;
- Executive Committee Member 1;
- Executive Committee Member 2, and
- The Immediate Past Board Chair.

The offices of Secretary and Treasurer shall be held by a single person. The officers shall have the power to vote on matters before the Executive Committee, and only a majority of officers shall constitute a quorum for Executive Committee meetings. Additionally, the following individuals, all of whom are appointed by the Board Chair with the advice and consent of a majority of the officers, shall serve as non-voting members of the Executive Committee:

- Chair of the Communications Committee;
- Chair of the Government Relations Committee;
- Chair of the Legal Committee, and
- Chair of the Loss Control and Training Committee.

ARTICLE V

Meetings of Trustees

Section 1. Regular Meetings. A regular meeting of the Board of Trustees shall be held without notice other than this bylaw, immediately after, and at the same place as, the annual meeting of the members for the purpose of electing officers for the coming year. Other regular meetings of the Trustees shall be held at such time and place as the Board of Trustees may provide by resolution.

Section 2. Special Meetings. Special meetings of the Board of Trustees may be called by the Board Chair or any three (3) trustees. The person or persons authorized to call special meetings of the Board of Trustees may fix the time and place for the holding of any special meeting of the Board of Trustees called by them.

Section 3. Notice. Notice of the time, place and purpose of any special meeting of the Board of Trustees shall be given at least five (5) days previous thereto, by written notice, delivered

personally or mailed to each trustee and to each individual member at his last known address and to each corporate member at its principal place of business. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail so addressed with postage thereon prepaid. In an emergency, the Board Chair may order that a special meeting be held upon fewer than five days' notice, and, if necessary, such notice may be given by telephone, but in the event of the call upon such short or oral notice, the reason requiring the same shall be entered upon the minutes of the meeting when held.

Section 4. Quorum. A majority of the Board of Trustees shall constitute a quorum for the transaction of business at any meeting of the Board of Trustees, provided that, if less than a majority of the trustees are present at said meeting, a majority of the trustees present may adjourn the meeting from time to time without further notice.

Section 5. Voting. Each Trustee shall be entitled to one vote, and there shall be no voting by mail or by proxy.

Section 6. Manner of Acting. The act of the majority of the trustees present at a meeting at which a quorum is present shall be the act of the Board of Trustees.

Section 7. Attorney as Parliamentarian. The Association's attorney shall act as parliamentarian at all meetings, which shall be governed where applicable by Robert's Rules of Order.

ARTICLE VI

Officers

Section 1. Number. The officers of the Association shall be a Board Chair, Board Vice Chair, Secretary/Treasurer, two Executive Committee Members, the Immediate Past Board Chair, and such other officers as may be determined from time to time by the Board of Trustees. The offices of Secretary and of Treasurer shall be held by the same person.

Section 2. Election and Term of Office. The officers shall be elected annually by and from the Board of Trustees immediately following the annual meeting of the members. If the election of officers shall not be held at that time, such election shall be held as soon thereafter as conveniently may be. Each officer shall hold office until the first meeting of the Board of Trustees following the next succeeding annual meeting of the members or until his successor shall have been duly elected and shall have qualified. No person shall continue to hold any office in the Association after he shall have ceased to be a trustee.

Section 3. Resignation. An officer may resign at any time by delivering notice to the Association. A resignation is effective when the notice is effective unless the notice specifies a future effective date. If a resignation is made effective at a future date and the Association accepts the future effective date, the Board of Trustees may fill the pending vacancy before the effective date

if the Board provides that the successor does not take office until the effective date.

Section 4. Removal. Any officer or agent elected or appointed by the Board of Trustees may be removed by the Board of Trustees whenever in its judgment the best interest of the Association would be served thereby.

Section 5. Vacancies. Except as otherwise provided in these bylaws, a vacancy in any office may be filled by the Board of Trustees for the unexpired portion of the term.

Section 6. Board Chair. The Board Chair:

(a) shall be the principal executive officer of the Association and shall preside at all meetings of the members and of the Board of Trustees;

(b) shall sign, with the secretary, certificates of membership, the issuance of which shall have been authorized by resolution of the Board of Trustees, and may sign any deeds, mortgages, deeds of trust, notes, bonds, contracts or other instruments authorized by the Board of Trustees to be executed, except in cases in which the signing and execution thereof shall be expressly delegated by the Board of Trustees or by these bylaws to some other officer or agent of the Association, or shall be required by law to be otherwise signed or executed; and

(c) in general shall perform all duties incident to the office of Board Chair and such other duties as may be prescribed by the Board of Trustees from time to time.

(d) Notwithstanding the foregoing, the Board of Trustees may assign to the Chief Executive Officer the performance of such of the duties described in this section as it may from time to time determine.

Section 7. Board Vice Chair. In the absence of the Board Chair, or in the event of his inability or refusal to act, the Board Vice Chair shall perform the duties of the Board Chair, and when so acting, shall have all powers of and be subject to all restrictions upon the Board Chair and shall perform such other duties as from time to time may be assigned to him by the Board of Trustees.

Section 8. Secretary/Treasurer. The Secretary/Treasurer:

(a) shall keep the minutes of the meetings of the members and of the Board of Trustees in one or more books provided for that purpose;

(b) shall see that all notices are duly given in accordance with these bylaws or as required by law;

(c) shall be custodian of the corporate records and of the seal of the Association and see that the seal of the Association is affixed to all certificates of membership prior to the issuance thereof

and to all documents, the execution of which on behalf of the Association under its seal is duly authorized in accordance with the provisions of these bylaws; provided that the Board of Trustees by resolution may authorize some other person to affix the corporate seal;

(d) shall keep a register of the post office address of each member which shall be furnished to each individual member and to the secretary of each corporate member;

(e) shall sign, with the Board Chair, certificates of membership, the issuance of which shall have been authorized by resolution of the Board of Trustees;

(f) shall have general charge of the books of the Association in which a record of the members is kept;

(g) shall keep in file at all times a complete copy of these bylaws containing all amendments thereto, which copy shall always be open to the inspection of any member, and at the expense of the Association forward a copy of these bylaws and of all amendments thereto to each member; and

(h) shall have charge and custody of and be responsible for all funds and securities of the Association;

(i) shall receive and give receipts for monies due and payable to the Association from any source whatsoever and deposit all such monies in the name of the Association in such bank or banks as shall be selected in accordance with the provisions of these bylaws; and

(j) shall in general perform all the duties incident to the office of secretary or treasurer and such other duties as from time to time may be assigned to him by the Board of Trustees.

(k) Any of the above duties of the treasurer may be developed upon the Chief Executive Officer or his designated agent as may be authorized by the Board of Trustees.

Section 9. Chief Executive Officer. The Board of Trustees may appoint a Chief Executive Officer who may be, but who shall not be required to be, a member of a corporate member of the Association. The Chief Executive Officer shall perform such duties as the Board of Trustees may from time to time require of him and shall have such authority as the Board of Trustees may from time to time vest in him.

Section 10. Bonds of Officers. The Board of Trustees shall require the treasurer, or any other officer or employee of the Association charged with responsibility for the custody of any of its funds or property, to give bond in such sum and with such surety as the Board of Trustees shall determine.

Section 11. Reports. The officers of the Association shall submit at each annual meeting of the members reports covering the business of the Association for the previous fiscal year and showing the condition of the Association at the close of such fiscal year.

ARTICLE VII

Contracts, Checks and Deposits

Section 1. Contracts. Except as otherwise provided in these bylaws, the Board of Trustees may authorize any officer or officers, agent or agents, employee or employees to enter into any contract or execute and deliver any instrument in the name and on behalf of the Association, 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 to other evidence of indebtedness issued in the name of the Association shall be signed by such officer or officers, agent or agents, or employee or employees of the Association and in such manner as shall from time to time be determined by resolution of the Board of Trustees.

Section 3. Deposits. All funds of the Association shall be deposited from time to time to the credit of the Association in such financial institutions as the Board of Trustees may authorize, or be invested in such securities as the Trustees may authorize.

ARTICLE VIII

Records

Section 1. Contracts. The Board of Trustees may authorize any Officer or Officers, or agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Association, and such authority may be general or confined to specific instances.

Section 2. Corporate Records. The Association shall keep as permanent written records a copy of the minutes of all meetings of its members and Board of Trustees, a record of all actions taken by the members or Trustees without a meeting, and a record of all actions taken by committees of the Board of Trustees. The Association shall maintain appropriate accounting records. The Association or its agent shall maintain a record of the name and address, in alphabetical order, of each member. The Association shall keep a copy of the following records at its Principal Office:

- its articles or restated articles of incorporation and all amendments thereto currently in effect;
- its bylaws or restated bylaws and all amendments thereto currently in effect;
- resolutions adopted by its Board of Trustees relating to the characteristics, qualifications, rights, limitations, and obligations of the members or any class or category of members;
- the minutes of all meetings of members and records of all actions approved by the members for the past three (3) years;
- all written communications to members generally within the past three (3) years, including financial statements furnished for the past three (3) years;
- a list of the names and business or home address of its current Trustees and Officers; and

- the Association's most recent report of each type required to be filed by the Association with the South Carolina Secretary of State.

Section 3. Inspection Rights. The members shall have only such rights to inspect records of this Association to the extent, and according to the procedures and limitations, prescribed by the Act.

Section 4. Financial Statements. The Association, upon written demand from a member, shall furnish to the demanding party the Association's latest annual financial statements, which may be consolidated or combined statements of the Association and one or more of its subsidiaries or affiliates. Such statements shall include a balance sheet as of the end of the fiscal year and statement of operations for that year. If financial statements are prepared for the Association on the basis of generally accepted accounting principles, the annual financial statements also must be prepared on that basis. If the annual financial statements are reported upon by a public accountant, the accountant's statement must accompany them. If not, the statements must be accompanied by the statement of the Chief Executive Officer or person responsible for the Association's financial accounting records (1) stating whether to the Chief Executive Officer or such person's reasonable belief the financial statements were prepared on the basis of generally accepted accounting principles and, if not, describing the basis of preparation, and (2) describing any respects in which the statements were not prepared on a basis of accounting consistent with the statements prepared for the preceding year.

ARTICLE IX

Miscellaneous

Section 1. Waiver of Notice. Any member or trustee or officer may waive, in writing, before or after the meeting, any notice of meetings required to be given by these bylaws. The attendance of any person entitled to notice of a meeting at such meeting shall constitute a waiver of notice of such meeting unless such person shall attend solely to object to the transaction of any business because the meeting has not been legally called or convened.

Section 2. Indemnification of Trustees, Officers and Employees.

(a) The Association shall indemnify, defend, and hold harmless the Association's officers and directors to the fullest extent permitted by, and in accordance with, the Act. This plan of indemnification shall constitute a binding agreement of the Association for the benefit of the officers and directors as consideration for their services to the Association and may be modified or terminated by the Board of Trustees only prospectively. Such right of indemnification shall not be exclusive of any other right which such directors, officers, or representatives may have or hereafter acquire and, without limiting the generality of such statement, they shall be entitled to their respective rights of indemnification under any bylaw, agreement, insurance, provision of law, or otherwise, as well as their rights under this Section 2.

(b) The Board of Trustees may from time to time adopt an Indemnification Plan

implementing the rights granted in Section 2(a) of this Article IX. This Indemnification Plan shall set forth in detail the mechanics of how the indemnification rights granted in Section 2(a) of this Article IX shall be exercised provided that the Indemnification Plan shall include that the directors shall not be indemnified until twenty (20) days after effective written notice is given to the South Carolina Attorney General, as set forth in Section 33-31-855(d) of the Act.

(c) The Board of Trustees may cause the Association to purchase and maintain insurance on behalf of any person who is or was a trustee or officer of the Association, or is or was serving at the request of the Association as a director or officer of another corporation or as its representative in a partnership, joint venture, trust, or other enterprise against any liability asserted against such person and incurred in any such capacity or arising out of such status, whether or not the Association would have the power to indemnify such person.

Section 3. Titles of Officers. Unless otherwise specified by law, the titles of officers or agents of the Association designated in these bylaws are generic and not mandatory designations. The Board of Trustees by resolution may alter or modify all titles of officers, agents, or employees of the Association not specified in the Articles of Incorporation or by law.

ARTICLE X

Fiscal Year

The fiscal year of the Association shall begin on the first day of January of each year and end on the thirty-first day of December of the same year.

ARTICLE XI

SEAL

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

ARTICLE XII

Amendments

Subject to the Act and the Articles, any or all of these Bylaws may be altered, amended, or repealed and new Bylaws may be adopted only by the affirmative vote of a majority of the members. The Board of Trustees may not amend these Bylaws. Any notice of a meeting of members at which Bylaws are to be adopted, amended, or repealed shall state that the purpose, or one of the purposes, of the meeting is to consider the adoption, amendment, or repeal of Bylaws and contain or be accompanied by a copy or summary of the proposal.

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THE ELECTRIC COOPERATIVES OF SOUTH CAROLINA, INC.
Cayce, South Carolina

POLICY NO. 100.18

CONFLICTS OF INTEREST

I. OBJECTIVES

- A. To provide general guidance to Trustees and the Chief Executive Officer in the performance of their duties and responsibilities for the Association;
- B. To assure the high standards of integrity, impartiality, and conduct necessary for maintaining public confidence in the operations of the Association; and
- C. To assure compliance with the standards specified in the Bylaws of the Association relating to a Trustee's business and financial interests.

II. POLICY CONTENT

Trustees and the Chief Executive Officer must avoid activities that create a conflict of interest or the appearance of a conflict of interest.

A "conflict of interest" exists when a Trustee or the Chief Executive Officer has a personal interest, or may reasonably appear to have a personal interest, in a matter of such a nature and magnitude that a conflict exists between the personal interest and the Association's interest that could potentially cause an inability to exercise independent and objective judgment on the matter. "Personal interests" may not technically involve the Trustee or the Chief Executive Officer, but may involve relatives, business associates, or other individuals or organizations with which he/she is closely associated.

The following statements will guide the members of the Board of Trustees and the Chief Executive Officer in the management of the affairs of the Association.

A. Use of Office

They shall not use, or reasonably appear to use, their respective offices or position for private gain for themselves or for other individuals or organizations with which they are associated. However, it is recognized that efforts by the Chief Executive Officer to promote the Association's interest by fostering government and industry contacts and relationships at local, state, and federal levels are expressly permitted.

POLICY NO. 100.18

Page 2

B. Use of Information

They shall not use, or reasonably appear to use, inside information for private gain, either by direct action or by counsel, recommendations, or suggestions to other individuals or organizations with which they are associated.

C. Gain from Beneficiary Organizations

They shall not receive or solicit, or reasonably appear to receive or solicit, from beneficiary organizations, related organizations, or other individuals having business with the Association, any gift, loan, favor, or gratuity, either for themselves or any other individuals or organizations with which they are associated, that could either influence or reasonably create the appearance of influencing decisions concerning the Association or its interests.

D. Decisions Which Pose a Conflict of Interest

Trustees and the Chief Executive Officer shall make full disclosure to the Board of Trustees of any facts indicating a conflict of interest. They may request an opinion of the Association's General Counsel before taking such action. Trustees shall disqualify themselves from voting on a decision posing a conflict of interest or creating the appearance of a conflict of interest.

E. Business Ethics

1. Trustees and the Chief Executive Officer must not, in any way, be employed by or financially interested in an enterprise which is in competition with the Association.
2. A Trustee or a Trustee's company may be allowed to sell materials, supplies, equipment, or vehicles to the Association only if at least three bids are submitted to the Association for any such sale and only if the Trustee or his/her business has submitted the lowest bid.
3. The Chief Executive Officer shall develop a policy on business ethics which will set forth the intent of the Board of Trustees with regard to conduct of employees in maintaining high standards of integrity, impartiality, and conduct necessary to maintain member and public confidence in the Association.

F. Disclosures

Each year, the Board of Trustees shall review whether any current or former officer, Trustee, or key employee:

EFFECTIVE DATE: December 10, 2008

1. Has a direct business relationship with the Association or an indirect business relationship with the Association requiring disclosure on Schedule L of the Form 990;
2. Has a family member who had a direct or indirect business relationship with the Association requiring disclosure on Schedule L of the Form 990; or
3. Serves as an officer, trustee, director, key employee, partner, or member of an entity (or shareholder of a professional corporation) doing business with the Association, such that disclosure is required on Schedule L of the Form 990.

III. RESPONSIBILITY

A. Chief Executive Officer

The Chief Executive Officer shall provide assistance to the Board of Trustees to assure compliance with this policy. The Chief Executive Officer shall also develop and enforce an appropriate management policy relating to conflicts of interest of employees.

B. Board of Trustees

Trustees, individually and collectively, are responsible for avoiding conflicts of interest. The Board of Trustees shall review compliance with this policy. The Board Chair shall counsel with any Trustee as the situation may require. The Board shall assure, to the extent possible, that the Association is not damaged or compromised because of the existence of a conflict of interest on the part of Trustees.

C. General Counsel

The General Counsel shall advise individual Trustees and/or the Board of Trustees regarding compliance with this policy.

THE ELECTRIC COOPERATIVES OF SOUTH CAROLINA, INC.
Cayce, South Carolina

POLICY NO. 300.1

COMPENSATION AND ADMINISTRATION POLICY

I. OBJECTIVE

- A. To establish wages and salaries that will attract and retain qualified personnel and encourage their superior performance, growth, and development.

II. POLICY CONTENT

- A. The Association shall maintain a systematic compensation plan which will accomplish the following.
1. Reward superior performance of employees in the fulfillment of their duties and responsibilities for the Association.
 2. Provide the incentive for employees to increase productivity on the job and to become better skilled in the activities related to their job performance.

III. PROVISIONS

- A. Each position shall be evaluated by establishing that position's relative importance to the Association by comparing it:
1. to the responsibilities, knowledge, skills, and efforts required by other positions in the Association, and
 2. to wages and salaries paid for similar positions in the labor market area and industry of the Association.
- B. The basic wage and salary plan will be reviewed annually prior to November 1 by the Chief Executive Officer and department heads to determine if changes or conditions indicate the desirability or necessity for adjustments within the plan. This review should focus upon changes in job responsibilities which could affect the plan.

If it is determined that there have been changes in the duties and responsibilities of a position, or that changing labor conditions have altered the comparative wage rates for that position, that position should be reevaluated within the structure of the plan.

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- C. After careful consideration of all factors, the Chief Executive Officer shall make a determination of the plan maintenance adjustment to be applied to the pay rates of each employee department. This adjustment shall be made as a percentage change applied to all minimums and maximums of all ranges.
- D. Each employee shall have a merit review annually prior to November 1 to determine whether he/she qualifies for a merit pay increase. An employee who qualifies for such a merit pay increase will be given a percentage increase within the performance range of his/her position.
- B. A "merit pay adjustment" may be awarded by the Chief Executive Officer based on the comparative value of the employee's work to the Association. In his or her discretion, the Chief Executive Officer may also award merit bonuses to employees based on the comparative value of the employee's work to the Association.
- F. New employees will receive a performance review at the completion of their first 6 months of employment.
- G. This plan should be administered in such a manner that each employee can recognize that his/her position is being evaluated objectively and that his/her performance is appraised fairly and objectively.
- H. Any employee who is at the maximum of his/her performance range shall not be compensated over the maximum range of that position.
- I. When the duties of a position are changed substantially, it is the responsibility of the department head to request a re-evaluation of the position. This request shall be directed to the Chief Executive Officer who will determine if a new position description is warranted, and if so, the appropriate pay for the position.
- J. Merit wage and salary adjustments shall be recommended by the employee's department head and approved by the Chief Executive Officer. Approved adjustments shall become effective the first day of the first pay period following approval.
- K. **NOTHING IN THIS POLICY IS INTENDED TO CONFER UPON AN EMPLOYEE ANY CONTRACTUAL RIGHTS OR TO CHANGE THE EMPLOYMENT-AT-WILL RELATIONSHIP EXISTING BETWEEN THE COOPERATIVE AND ITS EMPLOYEES. THE PROCEDURES OUTLINED ABOVE ARE INTENDED AS GUIDELINES ONLY, AND THE COOPERATIVE EXPRESSLY RESERVES THE RIGHT TO HANDLE EMPLOYEE**

EFFECTIVE DATE: April 4, 1996

LAST REVISED: April 2, 2009

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**EVALUATIONS DIFFERENTLY, DEPENDING ON THE FACTS
AND CIRCUMSTANCES PRESENT IN INDIVIDUAL CASES.**

IV. RESPONSIBILITY

- A. The Chief Executive Officer shall be responsible for the administration of this policy.

EFFECTIVE DATE: April 4, 1996
LAST REVISED: April 2, 2009