

**UNANIMOUS WRITTEN CONSENT IN LIEU OF THE ANNUAL MEETING OF THE
BOARD OF DIRECTORS OF PIEDMONT COMMUNICATIONS SERVICES, INC.**

The undersigned, being all the members of the Board of Directors of Piedmont Communications Services, Inc., in lieu of holding the 2025 Annual Meeting of the Board of Directors of Piedmont Communications Services, Inc., do hereby take the following action by unanimous written consent dated as of February 21, 2025, pursuant to the bylaws of Piedmont Communications Services, Inc. and laws of the state of North Carolina.

ELECTION OF OFFICERS


A Motion is approved to elect the following slate of officers for 2025 or until their successors can be nominated and elected:

Chairman of the Board
Vice Chairman
President
Vice President
Secretary
Treasurer
Assistant Secretary

Joe Atkins
Gene Rees
Richie Parker
Amy Hanson
Chris Younger
Ronnie Griggs
Andy Hull

The above action taken by this consent shall have the same effect as if taken at an annual board of directors meeting, duly noticed, and held.

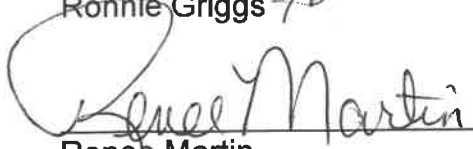
This 21st day of February 2025.


Chris Younger


Joe Atkins



Ronnie Griggs


Imogene Hardy


Renee Martin


Joe Riddle


Bud Snyder


Chad Bullington


Gene Rees