



Crawford Electric  
A Touchstone Energy®  
Cooperative



## RESOLUTION CONDEMNING DIRECTOR CONDUCT

**WHEREAS**, the Crawford Electric Cooperative Board of Directors is committed to serving the best interests of its members and operating in accordance with the Cooperative's Bylaws, Board policies, and established standards of director conduct; and

**WHEREAS**, the Board has determined that Director Paul Gross engaged in public communications that included unsupported, inaccurate, or misleading factual claims, criticism and attacks directed at Cooperative members, and statements contradicted by official police records or Cooperative records; and

**WHEREAS**, Director Gross has publicly demanded accountability and transparency from others while repeatedly declining to answer questions concerning his own claims and conduct; and

**WHEREAS**, Cooperative leadership previously raised these concerns with Director Gross, reviewed the expectations of Board Policy 1.02, provided information correcting inaccurate claims, and asked that the public dispute be de-escalated to protect the Cooperative; and

**WHEREAS**, similar conduct continued after those concerns were raised, and materially inaccurate information was not publicly corrected; and

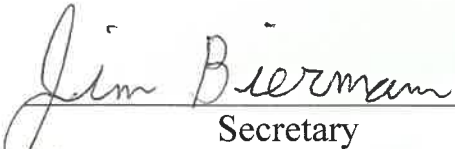
**WHEREAS**, this conduct has resulted in member confusion, employee concern and distraction, management time devoted to responding to the controversy, questions regarding the Cooperative's election neutrality and Board governance, concerns regarding treatment of members and annual-meeting safety, and harm to confidence in the Board and the reputation of Crawford Electric;

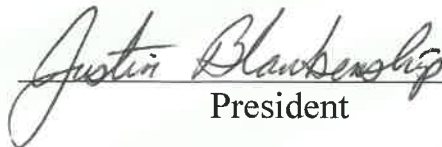
**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Directors of Crawford Electric Cooperative, Inc. formally condemns the conduct described above as inconsistent with the standards expected of a Cooperative director and contrary to the best interests of Crawford Electric and its members; and

**BE IT FURTHER RESOLVED**, that the Board calls on Director Gross to publicly correct materially inaccurate or unsupported information, apologize for his treatment of Cooperative members, and conduct himself going forward in a manner consistent with Board Policy 1.02 and the responsibilities of a Crawford Electric director; and

**BE IT FURTHER RESOLVED**, that the Board reaffirms its commitment to member trust, respectful treatment of members, responsible governance, election neutrality, and protecting the reputation and integrity of Crawford Electric Cooperative.

**ADOPTED** by the Board of Directors of Crawford Electric Cooperative, Inc., this 25 day of AUG., 2026.

  
Secretary

  
President

