

North Sunflower Medical Center
Board of Trustees
Regular Meeting Minutes
17 December 2025

BE IT REMEMBERED the Chairman and the Board of Trustees of North Sunflower Medical Center, Ruleville, Sunflower County, Mississippi, met in their Regular Meeting on Wednesday, 17 December 2025, when and where the following were present:

H. T. Miller, III, Chairman and Trustee; Bobbie Bounds Allen, Secretary and Trustee; Willie M. Burton, Trustee; Mary Griffin, Trustee; Stafford Shurden, Trustee; Daniel Ceja, CEO; Brooks Rizzo, CCO; Sam Miller, COO; Charlotte Sherwood, CFO; Sarah Williamson, Accounting Director and Lawson Holladay, Esquire

Guests: Joanie Perkins, Collier Graham, Janice and Jamey Reed,

H.T Miller III called the meeting of the Board of Trustees to order at 11:51 AM. Mr. Willie Burton opened the meeting with a word of prayer. The minutes of the 22 October 2025, Regular Board Meeting with amendments, 18 November 2025 Regular Board Meeting, and 08 December 2025 Special Board Meeting were approved as distributed by motion offered by Mr. Willie Burton, seconded by Ms. Bobbie Bounds Allen and unanimously approved.

There was no unfinished business to bring before the Board for consideration.

At this time Janice and Jamey Reed addressed the board.

Janice Reed introduced herself and explained her 19-year tenure at North Sunflower Medical Center. She went into detail about her contributions to the organization and in her opinion that there has been a decline in employee morale and pride. She also outlined her compensation issues, including reduced pay and lack of raises, and her decision to resign. At this time, she thanked the board for allowing her to speak and hearing her concerns.

At this time Janice and Jamey Reed left the meeting and the meeting continued as normal.

The first order of New Business was for the Board to review and discuss the quote received for the renewal of the Workers' Comp Insurance Policy. Sam Miller presented the following information to the Board for consideration:

Healthcare Provider Insurance Company (HPIC) presented the following quote: Limits of Coverage are \$1,000,000.00 for all categories and the Workers Comp Employee Benefits – as required by law. The total estimated premium is \$176,103.13 and a final audit at the end of the policy period. It was explained that NSMC's Experience Modifier based on claims from years past increased from 0.99 to 1.06. The payment options included an annual payment, quarterly payments, or equal monthly payments of \$14,675.26.

After discussion, the Board decided to approve the quote in the amount of \$176,103.13. The Board chose the equal monthly installments of \$14,765.26 as the payment option.

MOTION: I move to accept the best and lowest bid from Healthcare Providers Insurance Company (HPIC) in the amount of \$176,103.13 with \$1,000 deductible. I furthermore move that the premium be paid in twelve equal installments of \$14,675.26.

Maker: Mrs. Mary Griffin

Seconded by: Ms. Bobbie Bounds Allen

Motion Unanimously Approved

The second order of new business was to review the initial application for one allied health professional for a one-year term. The application and Data Bank queries of Clare Moore, FNP; was carefully reviewed by the Medical Staff and the following motion was made:

MOTION: I move to accept the initial credentialing application for Clare Moore, FNP; and that she be approved for a one-year term ending 31 December 2026.

Maker: Mrs. Mary Griffin

Secunder: Mr. Willie Burton

Motion Unanimously Adopted

The third order of new business was to review the re- applications for three providers for a two-year term. The application and Data Bank queries of Dr. Mark Ellis, Dr. James B Edwards, and Dr. Roenikya Philips were carefully reviewed by the Medical Staff, and the following motion was made:

MOTION: I move to accept the re-credentialing applications for Dr. Mark Ellis, Dr. James B. Edwards, and Dr. Roenikya Philips and that they be approved for a two-year term ending 31 December 2027.

Maker: Mrs. Mary Griffin

Secunder: Mr. Willie Burton

Motion Unanimously Adopted

Sarah Williamson presented the financial information for **October** as follows. The entire facility had a cash balance of \$5.5 million; total assets of \$79 Million, and a total liabilities and fund balance of \$79 Million. The Hospital's Gross Revenue was \$9.9 Million for the month and \$9.9 Million Year to Date. The Hospital had a Net Loss of (\$49,318) for the month and a Year-to-Date Net Loss of (\$49,318). Haire Drug had a Net Income of \$88,502 for the month and a year-to-date Net Income of \$88,502. Hospice had a Net Income of \$60,173 for the month and a Year-to-Date Net Income of \$60,173. Diagnostic had a Net Income of \$20,534 for the month and a Year-to-Date Net Income of \$20,534. Simply Sunflower had a Net Loss of (\$1,441) for the month and a Year-to-Date Net Loss of (\$1,441). Sunflower DME had a Net Income of \$79,275 for the month and a Year-to-Date Net Income of \$79,275. The Pharmacy had a Net Loss of (\$156,590) for the month and a year-to-date Net Loss of (\$156,590). The Rural Health Clinic had a Net Loss of (\$36,155) for the month and a Year-to-Date Net Loss of (\$36,155). NSMC as a whole showed Net Income of \$20,602 for the month and Year-to-Date Net Income of \$20,602.

Greenwood DME had a Net Loss of (\$2,003) for the month and a Year-to-Date Net Loss of (\$2,003) Greenwood Hospice had a Net Loss of (\$3,722) for the month and a Year-to-Date Net Loss of (\$3,722). Greenwood Pharmacy had a Net Loss of (\$25,372) and a year-to-date Net Loss of (\$25,372)

Daniel brought to the Boards attention the employee retention contracts for FY 2026.

At this time Mary Griffin recused herself from the meeting.

The North Sunflower Medical Center Foundation has come forward and as long as it is approved by the board they want to donate \$500,000 to do retention payments for employees rather than an incentive payment.

MOTION: The Board of Trustees passed the resolution attached to and made apart of here of by reference. Copies of the employee retention agreement will be attached to these minutes.

Maker: Mr. Stafford Shurden

Seconder: Ms. Bobbie Bounds Allen

Motion Unanimously Adopted

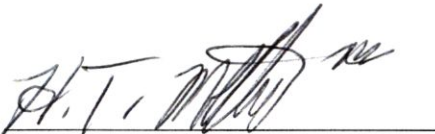
At this time Mary Griffin returned to the meeting.

Tucker Miller asked for a motion to determine if the board should go into executive session to discuss personnel matters. Mr. Stafford Shurden made the motion to consider going into executive session to discuss personnel matters , seconded by Mr. Willie Burton. Motion Unanimously Approved.

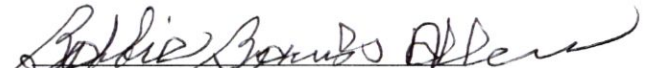
On motion of Mr. Stafford Shurden, seconded by Mr. Willie Burton, and unanimously approved, the Board will now go into executive session to discuss personnel matters. The Board went into executive session.

On motion of Mr. Stafford Shurden, seconded by Mr. Willie Burton, and unanimously approved, the board returned to regular session.

The Board adjourned at 2:57 P.M., subject to the call of the Chairman.



H.T. Miller III, Chairman



Bobbie Bounds Allen, Secretary