North Sunflower Medical Center
Board of Trustees
Recessed Meeting Minutes
8 July 2026

BE IT REMEMBERED the Chairman and the Board of Trustees of North Sunflower Medical Center, Ruleville, Sunflower County, Mississippi, met in their Recessed Meeting on Wednesday, 8 July 2026, 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; Mike Myers, Trustee; Daniel Ceja, CEO; Brooks Rizzo, COO; Charlotte Sherwood, CFO; Sarah Williamson, Accounting Director; Kim Nesdahl, Executive Assistant, and Lawson Holladay, Esquire

Mr. H.T Miller III called the meeting of the Board of Trustees to order at 11:05 AM. and opened the meeting with a word of prayer.

The minutes of 24 June 2026, Regular Board Meeting were approved as distributed by motion offered by Mrs. Bobbie Bounds Allen, seconded by Mr. Willie Mays Burton, and unanimously approved.

The first order of unfinished business was to discuss the update on the potential sale of North Sunflower Hospice.

The second order of unfinished business was to approve the Resolution to open a Sunflower Workforce Solutions, LLC. bank account with Planters Bank and Trust Company. After discussion of the resolution a motion was made,

MOTION: I move to approve the Resolution to open the Sunflower Workforce Solutions, LLC bank account with Planters Bank and Trust Company. A copy of the Resolution will be attached with these minutes.

Maker: Mr. H.T. Miller **Seconder: Mr. Willie Mays Burton**
Motion Unanimously Adopted

The third order of unfinished business was to discuss the North Sunflower Medical Center PTO Utilization When Full-Time Hours Are Not Worked Policy. After discussion a motion was made.

MOTION: I move to approve the North Sunflower Medical Center PTO Utilization When Full-Time Hours Are Not Worked Policy. A copy of the policy will be attached with these minutes.

Maker: Mr. Mike Myers Seconder: Mrs. Bobbie Bounds Allen
Motion Unanimously Adopted

The first order of new business was to approve the bid for the surplus property sale of the 2017 Ford Edge and the 2020 Ford Fusion from JJ Merchant in the total amount of $1655.54. After discussion a motion was made.

MOTION: I move to accept the bid in the amount of $1655.54 by JJ Merchant for the purchase of the 2017 Ford Edge and the 2020 Ford Fusion. A copy of the Bill of Sale will be attached to these minutes.

Maker: Mr. Willie Mays Burton Seconder: Mr. Mike Myers
Motion Unanimously Adopted

The second order of new business was to approve the updated North Sunflower Hospital Foundation Lease Agreements.

The third order of new business was to discuss the North Sunflower Retail Policy. After discussion a motion was made.

MOTION: I move to approve North Sunflower Retail Policy. A copy of the policy will be attached with these minutes.

Maker: Mr. Bobbie Bounds Allen Seconder: Mr. Mike Myers
Motion Unanimously Adopted

The fourth order of new business was to approve Dr. Shannon Myers Physician Services Employment Agreement dated effective July 1, 2024, between North Sunflower Medical Center and Shannon James Myers, MD.

MOTION: I move to ratify Dr. Shannon Myers Physician Services Employment Agreement dated effective July 1, 2024, between North Sunflower Medical Center and Shannon James Myers, MD. A copy of the Agreement will be attached to these minutes.

Maker: Mrs. Bobbie Bounds Allen Seconder: Mr. Willie Mays Burton
Motion Unanimously Adopted

Participation note: Member Mike Myers recused himself from discussion and voting on this motion due to a conflict of interest and left the room during these discussions.

The fifth order of new business was to ratify the Physician Employment Agreement with Dr. Jeff Moses, dated effective August 20, 2024, with North Sunflower Medical Center and to approve the first addendum to the Employment Agreement dated effective July 8, 2026 between North Sunflower Medical Center and Dr. Jeff Moses.

MOTION: I move to ratify the Physician Employment Agreement with Dr. Jeff Moses, dated effective August 20, 2024, with North Sunflower Medical Center and to approve the first addendum to the Employment Agreement dated effective July 8, 2026, between North Sunflower Medical Center and Dr. Jeff Moses. Copies of these agreements will be attached to these minutes.

Maker: Mr. Mike Myers Seconder: Mrs. Bobbie Bounds Allen
Motion Unanimously Adopted

Daniel Ceja gave the CEO's Report as follows:

Transportation Service Initiative

Daniel reported that he has met with the Foundation Board Chair regarding the launch of a dedicated transportation service under the Foundation rather than the hospital. The Foundation Board is scheduled to review the proposal during its July 18 meeting.

Daniel explained that transportation barriers continue to significantly impact patient access and hospital revenue. Current outpatient clinics experience an estimated 20-25% no -show rate, with transportation issues contributing to as much as half of those missed appointments. As an example, the Pulmonary Clinic routinely schedules 18-20 patients per day but averages only approximately eight patient visits.

Under the proposed model, the Foundation-operated transportation service would bill Medicaid for eligible transportation services while also pursing grant funding and local business sponsorships to support operations. Daniel projects the initiative could increase patient volume and associated revenue by approximately 20-25% across multiple service lines by improving patient access to care.

Hospice Due Diligence

Daniel reported that he is conducting due diligence related to a prospective purchaser for the hospice operation. Current efforts include compiling employee census information compensation data, nursing home contracts, and reviewing all operational records. As part of the review, the organization confirmed there are no outstanding Medicare or Medicaid liabilities associated with the hospice.

Hospital Staffing LLC

Daniel states that the final remaining requirement before launching the hospital's internal staffing LLC is the establishment of a dedicated bank account by the LLC. Once completed, the organization will be positioned to begin operations.

Paid Time off (PTO) Policy Update

Daniel presented an updated Paid Time Off (PTO) policy designed to eliminate the practice of "double paying," where the hospital pays one employee PTO while simultaneously paying overtime or PRN rates to another employee to cover the same shift.

Under the revised policy, employees whose primary department experiences low patient volume will be reassigned to available work in other departments when appropriate. Employees who decline available work will not be permitted to use PTO to replace those missed hours. The existing handbook requirement of providing 10-14 days' advance notice for planned PTO requests remains unchanged.

Daniel stated that he and Brooks are continuing a comprehensive review and modernization of the employee handbook to strengthen accountability and improve operational efficiency. Early implementation of these changes has already resulted in measurable reductions in unnecessary overtime expenses.

Lease and Facility Review

Daniel reported that he was reviewing the hospital's lease agreements in an effort to reduce hospital expenses.

Daniel also noted that the former Operations building, owned by the Foundation, is currently vacant following the relocation of scheduling personnel to the Eye Station facility, creating additional opportunities for facility consolidation. Pulmonary Services will be relocated to the Cardiac Rehab building.

Gift Shop Review

Daniel reported the completion of a review involving the "Simply" gift shop. Daniel recommended continuing operations because of the shop's value to patients, visitors, employees, and the community, particularly during holiday and seasonal events.

DME Review

Daniel reported he and Charlotte had reviewed DME operations and he had made the changes he thought would streamline its operations.

Mr. Lawson Holladay asked for a motion to determine if the board should go into executive session to discuss personnel and possible litigation matters.

Mr. Mike Myers made the motion to consider going into an executive session to discuss personnel matters, seconded by Mr. Willie Mays Burton. Motion Unanimously Approved.

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

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

The Board adjourned at 1:10 P.M., subject to the call of the Chairman.

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H.T. Miller III, Chairman Bobbie Bounds Allen, Secretary