



VLCT Employment Resource and Benefits Trust, Inc
Board of Directors - Ballot and Voting instructions

****TIME SENSITIVE – BALLOT ENCLOSED****

Dear VERB Member,

The VLCT Employment Resource and Benefits Trust, Inc. (VERB) Board of Directors greatly appreciates our members' continued trust and participation in our member-owned organization. The active participation and engagement from our 217 members is essential to VERB's continued ability to provide important coverage and services.

This year, in lieu of conducting Board elections at the VLCT Town Fair, the VERB Board of Directors has chosen to conduct a membership-wide mail-in ballot vote to involve as many members as possible in the election of Directors.

You are receiving this ballot mailing because you are the *designated VERB billing contact*. The following steps will ensure your municipality/organization successfully casts its VERB ballot:

- 1) **Please provide these ballot materials to an official within your municipality/organization, as soon as possible** (e.g. Selectboard Chair, Municipal Manager, Town Administrator, an elected Mayor in municipalities where the Mayor functions as the CEO, Executive Director, etc.).
- 2) This official shall designate a person to complete and submit the ballot on behalf of the municipality or organization. The designation shall be authorized by the legislative body or other appropriate authority.
- 3) Once a person has been designated to cast the ballot, it is important the ballot be cast by the due date via the approved methods as listed in the enclosed materials.

If your municipality/organization is also a member of VLCT Property and Casualty Intermunicipal Fund, Inc (PACIF), you will receive a second mailing similar to this one that includes a PACIF ballot. In that instance, please ensure both ballots are returned.

If you or the senior official has any questions, please send your inquiry to me at fsatink@vtpacif.org or call me at (802) 209-8100. Please do not contact VLCT or VERB staff as they will not be able to assist you since this is a VERB Board focused task.

Thank you for your time and for supporting VERB.

Regards,

Frederick J. Satink

Executive Secretary, PACIF Board of Directors



VLCT EMPLOYMENT RESOURCE AND BENEFITS TRUST, INC.

NOTICE OF ANNUAL MEMBERS' MEETING

TO BE HELD NOVEMBER 18, 2026

The Annual Meeting of the Members of VLCT Employment Resource and Benefits Trust, Inc. will be held at College Hall, 36 College Street, in Montpelier, Vermont, on November 18, 2026, commencing at 10:00 a.m. EDT.

September 11, 2026

By Order of the Board of Directors

VLCT EMPLOYMENT RESOURCE AND BENEFITS TRUST, INC. (“VERB”)

DATE: September 14, 2026
TO: VERB Member Legislative Body
FROM: Charles Safford, VERB President
RE: Annual Appointment of Directors and Annual Meeting

Dear Member:

The VLCT Employment Resource and Benefits Trust, Inc. (“VERB”) Board of Directors in its governance activities endeavors to balance transparency and the involvement of its Members with efficiency and respect for the time of those Members. To this end, the VERB Board has made some changes to the VERB annual Member governance activities to permit more Members to vote in the annual appointment of Directors, while also simplifying the annual meeting itself. This year, for the first time, appointment of VERB Directors will occur via written ballot circulated ahead of the Annual Meeting, and the Annual Meeting will be held separately from the VLCT Town Fair, permitting more of a focus on VERB and attendance by those most interested in its affairs. The VERB Annual Meeting will be held November 18, 10:00 AM -1:00 PM at College Hall in Montpelier (a formal notice accompanies this Memo). A ballot for the Director appointment is attached to this Memo.

In accordance with the Company’s Articles of Incorporation and Bylaws, each Director shall be, at all times during their term of office, a qualified official of the members of the Vermont League of Cities and Towns which participate in the VLCT Employment Resource and Benefits Trust, Inc. The Company’s Board of Directors shall consist of no fewer than five (5) and no more than nine (9) Directors. The terms of Directors shall be for three (3) years ending on December 31 of the third year, terms being staggered such that no more than three terms shall end in any one year.

In order for the proposed slate of Directors to be appointed, a majority of the votes cast by the Members must vote in favor of the proposed slate. A Member Ballot that is properly executed and returned will be cast as a vote in favor of the nominee recommended by the VERB Nominating Committee, who is more fully described below.

2026 Appointment of Directors

There is currently one open Director position. The VERB Nominating Committee recommends the following appointment for a three-year term expiring 12/31/29:

Bryan Young (Town Treasurer – Orwell, VT)

The Company has fixed 5:00 p.m. EDT on September 10, 2026, as the record date for the determination of Members entitled to vote on the nominee recommended above. On that date, the Company had 217 Members entitled to vote. In accordance with the Company’s Articles of Incorporation and Bylaws, each Member is entitled to one vote all matters to come before the Members. At least five percent (5%) of the Company’s Members shall constitute a quorum for the transaction of business by the Members. A majority of the votes entitled to be cast shall be sufficient for appointment of the Director via the accompanying Ballot.

VLCT EMPLOYMENT RESOURCE AND BENEFITS TRUST, INC. ("VERB")

IMPORTANT: Below is your 2026 OFFICIAL BALLOT.

One (1) Director of VLCT Employment Resource and Benefits Trust, Inc. ("VERB") is to be appointed. The individual listed on this ballot has been duly nominated as a candidate for appointment.

Register your vote by marking an "X" in the square box preceding the candidate's name.

Please cast your vote and sign, date and return this Ballot so it is received (not postmarked) at the designated address by 5:00 p.m. EDT October 14, 2026. A postage-paid envelope is enclosed for your convenience. Signed Ballots can also be emailed to info@vtpacif.org. Remember, you may vote for a total of no more than One (1) Director.

Vote for a Total of No More Than One (1) Director

Bryan Young-Bryan currently serves the Town of Orwell as Town Treasurer. He was elected to the VERB Board in 2021 and is currently in the role of Vice President.

FOR | AGAINST

- ☐ ☐ **Bryan Young** (Town Treasurer – Orwell, VT) -- term expiring 12/31/29
☐ **ABSTAIN**

The individual executing this Ballot on behalf of the municipality/organization named below is duly authorized to do so by its legislative body or other appropriate authority.

VERB MEMBER NAME (Municipality/Organization Name): Town of Georgia

SIGNER NAME: _____

SIGNATURE: X _____

TITLE: _____

DATE: _____

