

HUMAN RESOURCES COMMITTEE
HILTON COLUMBIA CENTER – BANQUET ROOM I
924 SENATE STREET, COLUMBIA, SOUTH CAROLINA 29201
MONDAY, SEPTEMBER 26, 2011 – 10:30 A.M.

Committee Members Present: Chairman William A. Finn, Directors W. Leighton Lord, III, Peggy H. Pinnell, Barry D. Wynn, and Board Chairman O. L. Thompson, III ex officio

Other Directors Present: Kristofer Clark, J. Calhoun Land, IV, James R. Sanders, Jr., David F. Singleton, David A. Springs, and Cecil E. Viverette

Staff Members Present: Lonnie N. Carter, President and Chief Executive Officer; Bill McCall, Jr., Executive Vice President and Chief Operating Officer; Elaine G. Peterson, Executive Vice President and Chief Financial Officer; R. M. Singletary, Executive Vice President, Corporate Services; James E. Brogdon, Executive Vice President and General Counsel; Terry L. Blackwell, Senior Vice President, Power Delivery; L. Phil Pierce, Senior Vice President, Generation; Marc R. Tye, Senior Vice President, Customer Service; W. Glen Brown, Jr., Vice President, Human Resource Management; Michael Crosby, Vice President, Nuclear Operations & Construction; Richard S. Kizer, Vice President, Government & Community Relations; Laura G. Varn, Vice President, Corporate Communications & Media Relations; Pamela J. Williams, Vice President, Administration & Corporate Secretary; Pamela M. Gaskins, Assistant Corporate Secretary, and Susie B. Gillians, Executive Associate to Chief Executive Officer

Also in attendance were Ronald J. Calcaterra of Central Electric Power Cooperative, Inc.; William Hubbard of Nelson Mullins Riley & Scarborough, LLP; and Dennis M. Boyd of Nucor.

An agenda, including the time, date and location of the meeting, was posted on Santee Cooper's website on Thursday, September 22, 2011.

Chairman Finn presided, and Ms. Gaskins kept the minutes.

Upon motion by Director Pinnell, seconded by Director Wynn, the Committee unanimously voted to waive reading of the minutes of the April 29, 2011, meeting of the Human Resources Committee and adopted the minutes as submitted.

Chairman Finn requested an Executive Session to discuss personnel matters relating to employee development and retention. Upon motion by Director Wynn, seconded by Director Pinnell, the Committee voted unanimously to enter Executive Session with the Board, Mr. Carter, Mr. Brown and Mr. Hubbard in attendance.

Mr. Carter left the meeting during Executive Session.

The Committee returned to Regular Session. Chairman Finn noted that no action was taken during Executive Session.

Chairman Finn stated that the Committee is concerned that the hiring or rehiring of employees who have participated in the South Carolina State Retirement System's TERI program and then terminated employment may adversely impact the Authority's succession planning efforts.

Following discussion and upon motion by Chairman Finn, seconded by Director Wynn, the Committee unanimously voted to direct the President & CEO to develop a policy limiting or eliminating the hiring or rehiring of retirees from the South Carolina State Retirement System and report back to the Committee.

Mr. Carter made a recommendation to promote Michael Crosby to Vice President of Nuclear Operations & Construction and to appoint Suzanne Ritter Treasurer in addition to her current responsibility as Vice President of Corporate Planning. Mr. Ritter's appointment is necessary so current Treasurer, Jeffrey D. Armfield, can assume responsibility for fuels as Vice President of Fuels Strategy & Supply.

Following discussion and upon motion by Director Wynn, seconded by Director Lord, the Committee unanimously voted to recommend the attached resolution entitled "Appointment of Officers" (Exhibit HR 9-1-11) to the full Board for approval.

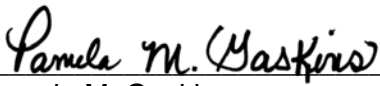
Chairman Finn reported the Committee reviewed the Findley Davies report regarding the Santee Cooper Executive Retention Defined Benefit Plan.

Upon motion by Director Wynn, seconded by Director Pinnell, the Committee voted unanimously to recommend the attached resolution entitled "Executive Retention Defined Benefit Plan" (Exhibit HR 9-2-11) and the recommended changes to the Plan as set forth in the attached Findley Davies report (Exhibit HR 9-3-11) to the full Board for approval.

There being no further business and upon motion made and seconded, the meeting was adjourned.

Respectfully submitted

APPROVED:



Pamela M. Gaskins
Assistant Corporate Secretary



William A. Finn
Chairman