4 February 2025 Regular Board Meeting

A. CALL TO ORDER
B. ROLL CALL
C. PREVIOUS MINUTES
1. Regular Meeting
7 January 2025 - Regular Board Meeting Minutes
7 January 2025 Regular Board Meeting Minutes.docx

D. CORRESPONDENCE
1. Trouble Tickets
Trouble Ticket Jan 2025.pdf

Communications News + Updates_ The Latest Industry and Regulatory Headlines.pdf

Lawmakers Want FCC Subsidy Fund Preserved At High Court - Law360.pdf

2. BBTC Retirement Savings Plan - Summary Plan Description
Showing changes made from 2023 - Current
7396_Plan_Documents_Summary_Material_Modifications_Bristol_Bay_Tele_Amendment_2_10.01.2024.pdf

Summary Plan Description BBTC November 2024.pdf

7396_Plan Documents_Summary Material Modifications_Bristol Bay Tele_Amendment 1_05.01.2023.smm.pdf

E. REPORT
1. MANAGER
Managers Report 11 Februaary 2025.docx

Notice of Application for Designation as an Eligible Telecommunications Carrie.pdf

RCA Notice of Application for Designation as an Eligible Telecommunications Carrie.pdf

SS7 NP Update.pdf

2. CFO Report
Copy of 2025 BBTC BBCP Aldrich Budget Draft.xlsx

Copy Aldrich BBTC Budget.pdf

Copy BBCP Budget.pdf

Copy BBCP CapEx & Dep Exp.pdf

Copy BBCP Historic.pdf

Copy BBCP IS.pdf

Copy BBTC CapEx & Dep Ex.pdf

Copy BBTC Historic.pdf

Copy CAFICC.pdf

Copy of 2025 BBTC BBCP Aldrich Budget Draft.pdf

F. ADDITIONS TO THE AGENDA
G. AUDIENCE PARTICIPATION
H. OLD BUSINESS
I. NEW BUSINESS
1. Personnel Policies - Section IX - Benefits
Update to match Plan.
Changes:
1) Minimum Service from 6 Month with 1 hour minimum TO 6 consecutive months with 500 minimum service.
2) Entry Date Frequency - from Semi-Annually January/July TO the first day of each month.
Personnel Policies - Benefits - Update Entry Date.pdf

7396_Plan_Documents_Summary_Material_Modifications_Bristol_Bay_Tele_Amendment_2_10.01.2024.pdf

J. CHECK REGISTERS

1. BBTC/BBCP/BCI

Check Register January 2025.pdf

2. Bank of America Statments

Bank of America January 2025.pdf

3. Electronic Payments

bank account balances and online pmts Dec24.pdf

K. FINANCIAL STATEMENTS

1. Financial Statements

BBTC

Income Statement-01-28-2025_12_23.pdf

BBCP

Income Statement-01-28-2025_12_24.pdf

ATI

Income Statement-01-28-2025_12_25.pdf

2. Cash Flow

Cash Flow-01-28-2025_12_26.pdf

3. Alaska Airline Miles

88,050

4. Work Order Summary

L. EXECUTIVE SESSION

Enter Executive Session to discuss matters of which the immediate knowledge of would have adverse financial implications to the Cooperative.

Managers Executive session.docx

M. DIRECTOR'S COMMENTS

N. ADJORURNMENT

Bristol Bay TELEPHONE COOPERATIVE INC

REGULAR BOARD MEETING MINUTES
10 FEBRUARY 2025

A. CALL TO ORDER

1. The Regular Meeting of Bristol Bay Telephone Cooperative, Inc. Board of Directors was called to order by Board President Michael Swain Jr. at 6:07 PM.

B. ROLL CALL

1. Individuals attending the meeting included Directors Nicholas Holmes, David Williams III, John Rhyshek, and Michael Swain Jr. General Manager Earl Hubb and Admin Assistant Victoria Morrison were also present. Courtney Hoiby was absent.

C. PREVIOUS MINUTES

1. Regular Board Meeting Minutes dated 7 January 2025 – Nick moved to approve the regular meeting minutes. John seconded the motion. **Motion passed unanimously.**

D. CORRESPONDENCE

1. Trouble Tickets were reviewed.
2. BBTC Retirement Savings Plan – Attached to show changes made from 2023 – current.

E. REPORT

1. The Manager's Report and Brian Jarvis Report – were attached and reviewed. Earl stated that Jonathon Green no longer works for Kemppel, Huffman & Ellis, P.C. office. He was our lawyer working on our SCRP Rip and Replace.

F. ADDITIONS TO THE AGENDA

1. None.

G. AUDIENCE PARTICIPATION

1. None.

H. OLD BUSINESS

1. None.

I. NEW BUSINESS

1. Personnel Policies – Section IX – Benefits: Nick moved to adopt and was seconded by David. (Policy changed to reflect changes made)

- **i.** Board Resolution 2023-01 – Amendment Number 1 to BBTC Retirement Savings Plan – Summary of Change: Vesting Schedule Profit Sharing Contribution 5-year grade. (Approved 7 August 2024 Regular Board Meeting)
- **ii.** Amendment Number 2 to BBTC Retirement Savings Plan – Summary of Changes: 1. Completion of 6 consecutive month(s) from your date of employment during which you must complete 500 Hours of Service. If you do not complete 500 Hours of Service within your first 6 consecutive month(s) of employment, then you will have satisfied the service requirement if you are credited with a Year of Service. 2. Your Entry Date will be the first day of the month coinciding with or next following the date you satisfy the eligibility requirements. (Approved 3 December 2024 Regular Board Meeting)

J. CHECK REGISTERS

1. John motioned to approve Check Registers 1, 2, and 3, Bank of America, and Electronic Payments. Nick seconded the motion. **Motion passed unanimously.**
    i. Michael stated that the Bank of America was approved to be processed electronically.
    ii. John asked Earl what the company was paying a-yard for sanding.

K. FINANCIAL STATEMENTS

1. Nick motioned to approve financial statements and cash flow. David seconded the motion. **Motions passed unanimously.**

L. EXECUTIVE SESSION

1. Nick moved to enter Executive Session to discuss legal matters in which the immediate knowledge of would have an adverse financial implication for the Cooperative. John seconded the motion. **Motion passes unanimously.** Entered Executive Session at 18:44 P.M. and returned to the regular meeting at 19:08 P.M. with no action taken.

M. DIRECTOR'S COMMENTS

1. None.

N. ADJOURNMENT

1. John motioned to adjourn the meeting at 19:09 PM and was seconded by Nick. **Motion passes unanimously.**

APPROVED BY _____ SEAL