Bristol Bay TELEPHONE COOPERATIVE INC.

REGULAR BOARD MEETING MINUTES
10 August 2026

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 6:05 PM.

B. ROLL CALL
1. Individuals attending the meeting included Directors John Rhyshek, Nicholas Holmes, Michael Swain Jr. and Courtney Hoiby. General Manager Earl Hubb and Admin Assistant Victoria Morrison were also present.

C. PREVIOUS MINUTES
1. Regular Board Meeting Minutes dated 7 July 2026 - Nick moved to approve the board meeting minutes. John seconded the motion. **Motion passed unanimously.**

D. CORRESPONDENCE
1. ABO Newsletter was attached.

E. REPORT
1. The Managers' Report and CFO Report, Trouble Tickets, and Churn Reports were attached and reviewed. Michael stated that the Board should approve items before they are added to the agenda, specifically referencing the Churn Reports.

AMENDMENT TO THE AGENDA - Courtney made a motion to amend the agenda by moving Item I, New Business #1: Letter of Interest for the Board of Director Seat for the Naknek River District, and Item L, Executive Session, to be considered ahead of Item H, Old Business. The motion was seconded by Nick. **Motion passed unanimously.**

F. ADDITIONS TO THE AGENDA
1. None.

G. AUDIENCE PARTICIPATION
1. None.

H. NEW BUSINESS
1. Letter of Interest for the Naknek River Board of Director Seat – Joesph Corbin – Coutney moved to accept Joe Corbin's letter of interest for the Naknek River District Seat. Second by Nick. **Motion passed unanimously.**

I. EXECUTIVE SESSION
1. Michael moved to enter Executive Session for personnel matter and legal matters in which the immediate knowledge of would have an adverse financial implication for the Cooperative. Nick seconded the motion. **Motion passes unanimously.** Entered Executive Session at 18:24 P.M. and returned to the regular meeting at 20:17 P.M. with no action taken.
    i. Michael

J. OLD BUSINESS
1. 2026 Budget – John moved to approve the budget as presented. Motion was seconded by Nick. Roll call vote: Mike yes, Joe yes, Nick yes, John yes, and Courtney yes. **Motion passed unanimously.**

i. Joe asked what 1.169 million was in operating income. Earl said he will investigate and get back by the next meeting.

2. GM Evaluation – Discussed in executive session. The board gave Mike the directive on what they would like. Will take action at the next meeting.
3. COLA – The board discussed in budget workshop and would like a bonus instead of a COLA. Keep on for next months agenda.

K. CHECK REGISTERS

1. Nick motioned to approve Check Registers 1, 2, and 3, Bank of America, and Electronic Payments. John seconded the motion. **Motion passed unanimously.**

L. FINANCIAL STATEMENTS

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

M. DIRECTOR'S COMMENTS

1. Michael welcomed Joe to the board.

N. ADJOURNMENT

1. Courtney motioned to adjourn the meeting at 20:38 PM and was seconded by John. **Motion passes unanimously.**

APPROVED BY _____ SEAL