

**A. CALL TO ORDER**

1. The Regular Meeting of Bristol Bay Telephone Cooperative, Inc. Board of Directors was called to order by Board Vice President John Rhyshek at 6:06 PM.

**B. ROLL CALL**

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

**C. PREVIOUS MINUTES**

1. Regular Board Meeting Minutes dated 8 January 2026 - Nick moved to approve the board meeting minutes. Michael seconded the motion. **Motion passed unanimously.**

**D. CORRESPONDENCE**

1. Microsoft Teams Update. mentioned to the Board the possibility of changing our company email platform, as we've been experiencing compatibility issues with Zimbra. For example, certain Microsoft applications like Microsoft Teams do not function properly with our current setup. I would like to discuss alternatives and integrate them soon.

**E. REPORT**

1. The managers' report, CFO report, and trouble tickets, were reviewed and attached. Earl highlighted the issue with New Stuyahok's trouble ticket, BEAD and Reconnect 3 project, number portability, the Rip and Replace reimbursement for CORE, and the 5G radios. Earl also mentioned his interest in joining the WTA Board of Directors.

**F. ADDITIONS TO THE AGENDA**

1. Michael motioned to add New Business item 2: King Salmon Creek Housing. Motion was seconded by Nick. **Motion carried.**

**G. AUDIENCE PARTICIPATION**

1. None

**H. OLD BUSINESS**

1. CFO Position – Earl is going to reach out to Molly with MCAC and see if she can attend the next board meeting.
2. Scheduling of Board Workshop to discuss: Cellular Plan Revision, Internet Plan Revision, and General Manager Evaluation. Earl reported that the cellular plan revisions have been completed. By next month's board meeting, the first half of the Annual Audit will be presented. The capital project is nearing completion, pending a response from NECA regarding residential landline costs and potential alternative options. There have been increasing customer complaints regarding the cost of residential phone lines. Management is exploring transitioning to VoIP service and is awaiting clarification from NECA on how such a change could impact High-Cost Support. The annual budget will not be ready for review until the March board meeting. The Board requested that Victoria propose a date for the workshop and poll members for availability.

**I. NEW BUSINESS**

1. COLA – Nothing was attached but will be pushed to next months agenda. Michael

stated that we need to know our financial situation before any actions can be taken.

2. King Salmon Creek Contractor Housing – Michael stated that it was brought to his attention that staff are currently responsible for checking the heat at the King Salmon Creek contractor housing. He noted that while staff have been tasked with monitoring the property, they may not always have sufficient time to consistently check the heat, particularly over weekends. He provided an example in which an employee visited the property and found the indoor temperature at 37 degrees. With the risk of severe cold temperatures, there is concern that if the heat were to fail, the pipes could freeze, resulting in significant repair costs for which BBTC would be liable. Courtney suggested that if the company were to allow an individual to stay at the housing for the purpose of monitoring the property, a no-gain (no compensation) agreement should be drafted to protect the company from liability. Nick noted that temperature monitoring devices are available that can send alerts if indoor temperatures fall below a preset threshold. He further stated that he does not feel comfortable allowing employees or directors to stay at the housing for this purpose.

- i. John recused himself from voting on this matter. Courtney moved to authorize management to draft an agreement for guests to stay at the King Salmon Creek contractor housing on an as-needed basis for watchman duty. Michael seconded the motion. **The motion passed unanimously.**

#### J. CHECK REGISTERS

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

#### K. FINANCIAL STATEMENTS

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

#### L. EXECUTIVE SESSION

1. John moved to enter Executive Session to discuss 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 6:57 P.M. and returned to the regular meeting at 7:17 P.M. with no action taken.

#### M. DIRECTOR'S COMMENTS

1. None.

#### N. ADJOURNMENT

1. Nick motioned to adjourn the meeting at 7:18 PM and was seconded by Michael. **Motion passes unanimously.**

APPROVED BY \_\_\_\_\_

SEAL