

A. CALL TO ORDER

1. The Special Meeting of Bristol Bay Telephone Cooperative, Inc. Board of Directors was called to order by Board President Courtney Hoiby at 6:04 P.M.

B. ROLL CALL

1. Individuals attending the meeting were Directors Wilton "Ray" Cottle, Matthew "Matt" Niedermeyer, Riel Anderson, and Courtney Hoiby. General Manager/CEO Jeff Fulton, Administrative Assistant Victoria Morrison, Lawyer Andrew Leeman were also present.

C. WAIVER OF NOTICE

1. All board members were present and waived notice.

D. ADDITIONS TO THE AGENDA

1. None

E. EXECUTIVE SESSION

1. None

F. AUDIENCE PARTICIPATION

1. None

G. OLD BUSINESS

1. None

H. NEW BUSINESS

1. GM Proposal for Extension – Ray motioned to approve the general managers extension contract as presented. Motion was seconded by Courtney. Vote: Riel no, Matt no, Courtney yes, and Ray yes. **Tie, motion fails.**
 - i. **Riel** stated he would be more in favor of a in plant manager with boots on the ground here. This is originally what we have intended for this position. Not comfortable with manager working from afar. Would be more in favor of the original contract with an extension of one year. One reason why I believe this contract is one sided would be that we would be the only one in this community that is run by an outside manager.
 - ii. **Matt** concurs with Riel's statement. The difference I noticed was if GM resigns then the company would have to keep on payroll for the remainder of the 1-year contract, instead of six months stated on old contract. I would like offer Jeff to rescind his resignation and offer a 1-year extension on current contract.
 - iii. **Ray** stated he has no issues with contract and understands why Jeff is leaving. If we don't act upon this contract, we will be in a world of hurt.
 - iv. **Courtney** agrees with Ray's comment. The Cooperative staff has been working remotely the majority of the last year, with minimal interruptions. We have seen that in this last year that it can be done. To put ourselves in a situation to not have a manager, and or not have a change to thoroughly vet a new manager before the busiest time of the year is a little wild to me. The vacation and sick leave I think was a transfer from his last contract. The only thing that I saw that was different

was the location of his main office and flight compensation. Courtney asked Jeff is he would be amicable for a 1-year extension on current contract or any length of contract requiring him to live in King Salmon. Jeff replied no not requiring him to stay in King Salmon full time.

- v. **Jeff** stated his vacation and sick leave already at the highest. Bring his situation into light with the personnel policies that were passed in 2017. I thought I was completely open and above board, dealing fairly and honestly, and giving the Cooperative every benefit of the doubt to help them out as much as possible. I don't feel the board has reciprocated.

I. DIRECTOR'S COMMENTS

1. **Matt** – Wish Jeff all the best.
2. **Riel** – Wish you the best and wish we could have come to an agreement. Any actions I look forward to is for the benefit of the Cooperative. It will be an arduous journey but know that we can do it.
3. **Ray** – No comment.
4. **Courtney** – I think we made a mistake and only time will tell.

J. ADJORNMENT

1. Riel motioned to adjourn the meeting at 6:40 pm and was seconded by Ray. **Motion passes Unanimously.**

APPROVED BY

Courtney Hoiby

