

A. CALL TO ORDER

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

B. ROLL CALL

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

C. PREVIOUS MINUTES

1. Regular Board Meeting Minutes dated 7 August 2024 – Buck moved to approve the meeting minutes. Michael seconded the motion. **Motion passed unanimously.**

D. CORRESPONDENCE

1. Trouble Tickets and RCA Filings were reviewed.

E. REPORT

1. The Manager's Report and Brian Jarvis Report – were attached and reviewed.

F. ADDITIONS TO THE AGENDA

1. None.

G. AUDIENCE PARTICIPATION

1. David Williams III said he was interested in learning everything.

H. OLD BUSINESS

1. Dump Truck – Michael moved to approve to purchase the Dump Truck for 40K. Motion was seconded by John. Michael moved to amend the motion to 50K as there are spare tires. Motion was NOT seconded. Motion failed. **Original Motion passed unanimously.**
2. Personnel Policies Temp and Part Time Benefits – The lawyers and Plan Representatives are still working on this. Hopefully will be completed at the next meeting.
 - i. Courtney asked about how employees accrue sick and vacation leave. Earl stated that under previous management the board approved to combine sick and annual leave under PTO. The board would like to review this at the next board meeting.
3. BBTC Subsidiaries Operations and Services Agreement Michael moved to approve the service agreements as presented. Motion was seconded by Nick. **Motion passed unanimously.**

I. NEW BUSINESS

1. Annual Meeting Door Prize Budget – Michael moved to approve \$7,500 for Door Prizes. Motion was seconded by Nick. **Motion passed unanimously.** Michael suggested to see more expensive prizes instead of a lot of prizes.

J. CHECK REGISTERS

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

K. FINANCIAL STATEMENTS

1. Michael motioned to accept financial statements, cash flow, and work order summary. John seconded the motion. **Motions passed unanimously.**

L. EXECUTIVE SESSION

1. Nick moved to enter Executive Session to discuss Personnel and Financial 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 19:02 P.M. and returned to the regular meeting at 19:34 P.M. with no action taken.

M. DIRECTOR'S COMMENTS

1. None.

N. ADJOURNMENT

1. Michael motioned to adjourn the meeting at 19:35 PM and was seconded by John. **Motion passes unanimously.**

APPROVED BY Courtney Hoiby

SEAL