



Solutions for the Future

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Board of Directors Regular Scheduled Board Meeting

Tuesday, January 20, 2026, at 6:00 p.m.

800 Kenny Wren Road

Nushagak Cooperative Conference Room

MINUTES

Call to Order: Board President Pete Andrew called the Regular Scheduled Board of Directors Meeting to order on Tuesday, December 16, 2025, in the Nushagak Cooperative Board Room. The time was 6:03 p.m.

Directors Present:

(Quorum Established)

Pete Andrew, President
Annie Fritze, Secretary <Zoom>
Wanda Wahl, Treasurer <Zoom>
Sue Flensburg, Director

Mark Lisac, Director
Cade Woods, Director

Directors Absent: Henry Strub, Vice President

Bruce Baltar, Director
Jean Barrett, Director

Staff Present:

Will Chaney, CEO/GM
Deon Lopez, Comptroller
Michael Timmerman, Telecom Operations Manager
Angela Thames, Business Office Manager
Angela Lopez, HR Generalist/Executive Director

Guests:

Approval of Agenda: Mark Lisac motioned, and Sue Flensburg seconded the motion to approve the January 20, 2026, Regular Scheduled Board Meeting Agenda.

The motion carried 6-0

Approval of Minutes: Sue Flensburg motioned, and Cade Woods seconded the motion to approve the December 16, 2025, Regular Scheduled Board Meeting Minutes & the December 23, 2025, Special Board Meeting Minutes as submitted.

The motion carried 6-0

Guests and Member Comments: None at this time.

Reports:

- A. Will Chaney, CEO/GM – Annie Fritze requested clarification regarding the 60 Hertz agreement that was referenced in Mr. Chaney’s written report. Will Chaney explained that 60 Hertz provides a record-keeping software used for power plant operations; however, Nathan noted ongoing issues related to customer service and unresolved software bugs. It was further reported that the new power plant operator, Chase Gutierrez, has developed spreadsheets and implemented alternative software solutions that are performing more effectively than the 60 Hertz system.

Annie Fritze requested a review of the work plan developed with Maztech. Mr. Chaney reported that Maztech visited the previous week to assist with tasks at the Central Office. Michael Timmerman added that Maztech has been helping staff clean up equipment and has been providing instruction on troubleshooting techniques. Overall, Maztech offers valuable technical assistance and training for staff.

- B. Michael Timmerman, Telecom Operations – Cade Woods inquired if there has been an increase in internet connects since launching the new coax and fiber plans. Mr. Timmerman reported that he created flyers for the new internet plans but inadvertently omitted that the plans offer unlimited data. Nushagak noted that some customers are upgrading from DSL to cable internet and are experiencing significant speed improvements. Ms. Wahl suggested sending paper mailers to SmartHub customers to ensure they are aware of the new plan options, and Mr. Lisac recommended including a speed-test link in future marketing materials. It was agreed that marketing materials should be updated to emphasize the “unlimited” data feature and that promotion of the new internet plans will continue across multiple channels. It was also noted that several larger organizations in the community have begun inquiring about internet services.

- C. Electric Operations Manager (vacant) – No questions at this time.

- D. Deon Lopez, Comptroller – Wanda Wahl expressed her appreciation to Mr. Lopez for his efforts in ensuring that the financial records are current and for the progress that has been made to utilize the NISC system more effectively. She then inquired about the \$100,000 variance in miscellaneous revenues within Division II. Mr. Lopez explained that miscellaneous revenues consist of telephone, internet, and project-related work. Mr. Lopez stated that he will prepare a detailed report identifying the specific components of this amount. Ms. Wahl would like to see the additional information at the next meeting.

Ms. Wahl encouraged Board Members to enroll in the UAF Bristol Bay Campus' course, Alaska Utility Lecture Series, taking place January 16 through April 24, 2026.

A discussion was held regarding ongoing staffing challenges and potential strategies to address them. Annie expressed interest in participating in a Recruitment and Retention Strategies Committee. Deon Lopez emphasized the importance of understanding the factors that attract and retain employees. He also reported that he is developing updated job descriptions with revised titles to attract a broader, more qualified pool of applicants to his department.

- E. Angela Thames, Business Office Manager – No questions at this time.

Safety Moment: Work Safe – Defensive Driving was read by Will Chaney.

Discussion/Review:

- A. **General Board Discussion** – Pete Andrew reported that he has submitted his letter of intent to serve on the Board and has also spoken with other members to encourage them to run for open seats. Angela Thames confirmed receipt of letters of intent from Pete Andrew, Mark Lisac, Chris Napoli, and Kyle Hardin. It was also noted that Bruce Baltar and Jean Barrett would not be seeking another term on the Board.

Pete Andrew, Michael Timmerman, and Angela Lopez will be attending the Alaska Telecom Association's Annual Meeting, January 25 – 28, 2026, in Kauai, HI.

Sue Flensburg commented on the UTBB letter that was included as an attachment to Mr. Chaney's written report. UTBB is requesting that the Cooperative make Dr. Wobus's Future Flows Study publicly available by including it on the FERC docket. Mr. Lisac confirmed that the study is not currently included in the FERC docket and noted that updates to the hydro sites should be incorporated.

Mr. Andrew discussed potentially hiring a lobbyist for the hydro project, mentioning a conversation with Chris Hladick. Mr. Hladick has some recommendations as to who may be able to fill the position.

Wanda Wahl stated that the Board needs a clearer understanding of depreciation rules, noting a point raised during the Alaska Utility Lecture Series she attended with Mark. She recalled that if construction is not performed by a third party, certain grant-funded capital expenditures may not be eligible for depreciation. She added that she could not recall all the details but emphasized the importance of gaining further clarification. Mr. Chaney added that he has had discussions about involving McMillan to get their view and insight on the peculiarities involved in implementing a new hydro site.

Mark Lisac, Henry Strub, and Will Chaney will be attending the APA State Legislative Conference in Juneau, AK, February 4 – 5, 2026.

Mark Lisac noted that he serves as the chairman of the Rural Utilities Issues Forum.

Mr. Andrew led a discussion regarding budget and staffing needs. It was recommended that the budget be increased to address ongoing staffing challenges and to ensure the Cooperative can offer competitive wages. Mr. Andrew emphasized the importance of being realistic about the costs of providing essential services. Mr. Andrew also discussed the potential need for additional staff or consultants to help provide relief and support training efforts.

Mark Lisac shared that he will be presenting at an upcoming Lunch & Learn at the UAF BB Campus in February.

B. General CEO Discussion – Will Chaney noted that he was out in the field this afternoon to restore power in the airport area.

Mr. Chaney shared his experience with an uptick in phishing emails and emphasized the importance of completing the KnowBe4 training.

Choggiung's PR Firm, Orange Slice, will soon be releasing an informational Video on the Fiber Partnership between Nushagak and Choggiung, and once it has been released, Nushagak will post it to the website.

Mr. Chaney attended a meeting with DEC regarding Alaska Administrative Order 360 on air quality processes. DEC is looking to reduce administrative and economic burdens associated with regulatory compliance. Mr. Andrew suggested that during the APA State Legislative Conference, attendees should address this subject in the meetings they have scheduled.

Mr. Chaney reported that the draft license application (DLA) for the hydro project is currently in progress, but is experiencing delays due to time constraints and ongoing building maintenance issues. The Board recommended exploring the possibility of hiring Dan Dunaway or Andy Aderman to assist with reviewing and editing the DLA. Mr. Andrew requested an update on the application process. Once NETC has completed its review of the DLA, it will be forwarded to McMillen, who will then file the license application.

Action Items:

Director Items:

- A. Future Board Items/New Business – None at this time.
- B. Unfinished Business – None at this time.
- C. Future Meetings & Conference Dates:
 - 1. ATA Winter Conference, January 25 – 28, 2026, Poipu, Kauai
 - 2. APA State Legislative Conference February 4 – 5, 2026, Juneau, AK
 - 3. WAISC, April 7 – 9, 2026, Bethel, AK
 - 4. AK Sustainable Energy Conference, May 19 – 21, 2026, Anchorage, AK
 - 5. ATA Annual Meeting, May 19 – 21, 2026, Valdez, AK
 - 6. AK Rural Energy Conference, October 27 – 29, 2026, Fairbanks, AK

Adjournment: Cade Woods motioned, and Annie Fritze seconded the motion to adjourn. With no further business to come before the board, Board President Pete Andrew adjourned the January 20, 2026, Regular Scheduled Board of Directors Meeting. The time was 7:51 pm.

The motion carried 6-0.

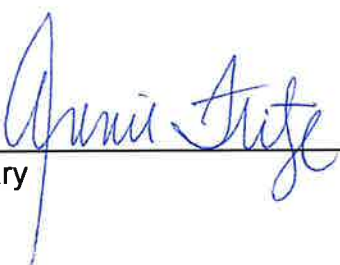
Respectfully Submitted By:



Angela Lopez, Executive Secretary/HR Generalist



Approved By:



Annie Fritze, Secretary

1/20/2026

Date