

Location: ASTAC offices, AK Energy Building, 5th Floor Large Conf Room and Teams Meeting

Date: Friday, January 23, 2026

Time: 8:00 AM - 4:30 PM - General Meeting

BOARD OF DIRECTORS' MEETING

For the 4th Quarter, 2025

Meeting Agenda

1. CALL TO ORDER
2. ROLL CALL
3. INVOCATION
4. APPROVAL OF AGENDA
5. CONFIDENTIALITY STATEMENT
6. MEMBER COMMENTS (limited to 3 min per member)
7. ATTORNEY'S REPORT - Leslie Need
 - A. 2026 Annual Meeting - July 13-17, 2026 - Elections in Kaktovik, Wainwright, and Anaktuvuk Pass.
 - i. Resolution Setting Schedule for 2026 Annual Meetings (Resolution 2026-__)
 - ii. Resolution Appointing Election Committee for 2026 Annual Meetings (Resolution 2026-__)
 - B. Annual Signature Authority for J. Laipenieks and S. Sandbak (Resolution 2026-__)
 - C. ASTAC Foundation Update
8. APPROVAL OF PREVIOUS BOARD MEETING MINUTES
 - A. October 8th, 2025, Special Board Meeting, Regular Session Minutes
 - B. October 8th, 2025, Special Board Meeting, Executive Session Minutes
 - C. October 16th, 2025, Quarterly Board Meeting, Regular Session Minutes
 - D. October 16th, 2025, Quarterly Board Meeting, Executive Session Minutes
 - E. December 4th, 2025, Mid-quarter Meeting, Regular Session Minutes
 - F. December 4th, 2025, Mid-quarter Meeting, Executive Session Minutes
9. GENERAL MANAGER'S REPORT
 - A. General Manager's Report & Regulatory Update - Jens Laipenieks
10. HR REPORT - Damon Howell
 - A. 2025 Employee Survey Results
 - B. HR Strategy
11. NETWORK OPERATIONS REPORT
 - A. **Network Operations Activities**, 4th Quarter, 2025 - Rob Sharpe
12. CUSTOMER EXPERIENCE REPORT
 - A. **Marketing Recap**, 4th Quarter, 2025 - Stacy Marshall
13. EXECUTIVE SESSION
14. BOARD ACTION ON EXECUTIVE SESSION ISSUES
15. COMMITTEE REPORTS
 - A. Tribal Engagement Committee - Members: All Board Members

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To the extent the recipient serves Tribal lands, documents or information demonstrating that the ETC had discussions with Tribal governments that, at a minimum, included:

- 1) A needs assessment and deployment planning focusing on Tribal community anchor institutions; **Review of project activity in Executive Session - Luke. Review of Strategic Planning in Executive Session -Jens**
- 2) Feasibility and sustainability planning; **See Financial Report and Network Updates in Executive Session - Sarah and Luke**
- 3) Marketing Services are presented in a culturally sensitive manner; **Stacy's Report.**
- 4) Rights of way processes, land use permitting, facilities siting, environmental and cultural preservation review processes; Presented in **Luke's Report**
- 5) Is there compliance with Tribal business and licensing requirements? If so, are we in compliance? In **Rob and Luke's reports**
- 6) Annual solicitation clarifying Board member representation of Native Village in Telecom matters- **Annual letter requesting engagement and detailing current BOD mailed out in January. Village Concerns.**

B. Product Committee - Stacy

- 1) Della
- 2) Sophie
- 3) Olivia

C. Audit Committee - Sarah

- 1) Marietta
- 2) John
- 3) Della
- 4) Jen
- 5) Isabel

D. Scholarship Committee Report - Stacy

- 1) Marietta
- 2) Isabel
- 3) Olivia

E. Policy Review Committee Report -Leslie/Jens

- 1) Marietta
- 2) Carla
- 3) Jen
- 4) Della

16. VILLAGE CONCERNS & UPCOMING VILLAGE EVENTS

A. **Presentation by Directors of information, member issues, concerns, and suggestions about telecommunications services in each ASTAC exchange:**

- Anaktuvuk Pass

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- Atqasuk
- Utqiaġvik
- Deadhorse/Prudhoe Bay
- Kaktovik
- Nuiqsut
- Point Hope
- Point Lay
- Wainwright

17. UPCOMING EVENTS

A. 2025 Proposed Board Meeting Dates

- 1) Q1 2026 - Thursday April 16th, 2026
- 2) Mid-Qtr. Meeting/Call - Thursday, March 5th, 2026
- 3) Q2 2026 - Thursday, July 30th, 2026

B. Upcoming Events

- 1) 2026 ATA Winter Conference (Poipu, Kauai), Jan 25-28, 2026
- 2) 2026 ATA Annual Meeting (Valdez) May 19-21, 2026

B. Past Events

- 1) National Congress of American Indians (NCAI) Seattle, WA, Nov 16-21, 2025
- 2) NTTA Tribal Broadband Regional Summit, Santa Fe, NM, Nov 10-12, 2025

18. MEETING ADJOURNMENT