

**CHUGACH ELECTRIC ASSOCIATION, INC.
ANCHORAGE, ALASKA**

REGULAR BOARD OF DIRECTORS' MEETING

AGENDA

Mark Wiggin, Chair
Sisi Cooper, Vice Chair
Rachel Morse, Treasurer
Susanne Fleek-Green, Secretary

Jim Nordlund, Director
Dan Rogers, Director
Katherine Jernstrom, Director

June 25, 2025

4:00 p.m.

Chugach Board Room

- I. CALL TO ORDER (4:00 p.m.)
 - A. *Pledge of Allegiance*
 - B. *Roll Call*
 - C. *Safety Minute: Electrical Safety at Home (Boyette)*
 - D. *Electric Power Factoid: Recruiting and the Onboarding Experience (Frison)*
- II. APPROVAL OF THE AGENDA* (4:10 p.m.)
- III. PERSONS TO BE HEARD (4:10 p.m.)
 - A. *Member Comments*
- IV. DIRECTOR REPORTS (4:20 p.m.)
 - A. *Alaska Power Association (APA) Report*
 - B. *Board Committee Reports (Audit & Finance, Operations & Governance)*
 - C. *Other Meeting Reports*
- V. CONSENT AGENDA* (4:35 p.m.)
 - A. *Board Calendar*
 - 1. *Request for Excused Absence – Annual Meeting, May 30, 2025 – Morse*
 - 2. *Request for Excused Absence – Regular Board of Directors' Meeting Immediately Following Annual Meeting, May 30, 2025 – Morse*
 - B. *Training and Conferences*
 - 1. *RCA Bradley Lake & Beluga Tour, July 11, 2025*
 - 2. *NRECA Summer School for Directors, July 11-15, 2025, Colorado Springs, CO*
 - 3. *APA Annual Meeting, September 23-26, 2025, Cordova, AK*
 - 4. *NRECA Region 7&9 Meeting, October 6 – 8, 2025, Bellevue, WA*

* *Denotes Action Items*

** *Denotes Possible Action Items*

6/24/2025 12:34:35 PM

C. Minutes

- 1. May 28, 2025, Regular Board of Directors' Meeting (Mankel)*
- 2. May 30, 2025, Regular Board of Directors' Meeting (Cacy)*

D. Director Expenses

VI. CEO REPORTS AND CORRESPONDENCE (4:40 p.m.)

- A. Rate Design (Szymoniak/Clarkson/Peterson) (4:40 p.m.)*
- B. RTO Filing: Open Access Transmission Tariff (Szymoniak/Clarkson) (5:00 p.m.)*
- C. April 2025 Financials and Variance Report (Millwood) (5:15 p.m.)*
- D. Recap 2025 Election, Member Appreciation Event, and Annual Meeting (Pherson/Asher/Hasquet) (5:25 p.m.)*
- E. Business Development Report (Skaling) (5:35 p.m.)*
- F. ERP Update (Travis/Rudeck) (5:50 p.m.)*
- G. Board Policy Scheduled Tasks (Board/Staff) (6:00 p.m.)*

VII. NEW BUSINESS* (scheduled) (6:05 p.m.)

- A. Conflicts of Interest (Board) (6:05 p.m.)*
- B. Contract Approval – Hawk Consultants* (Travis) (6:15 p.m.)*

VIII. DIRECTOR COMMENTS (6:25 p.m.)

IX. UNFINISHED BUSINESS (none)

X. EXECUTIVE SESSION* (6:35 p.m.)

(Recess 10-Minutes)

- A. Bradley Lake RECs (Clarkson) (6:45 p.m.)*
- B. HERE Contract (Millen/Menefee) (7:20 p.m.)*
- C. HR Matters (Millen/Menefee) (7:30 p.m.)*

(Recess 10-Minutes)

XI. ADJOURNMENT* (8:00 p.m.)

* *Denotes Action Items*

** *Denotes Possible Action Items*

Electrical Safety at Home



Regular Board of Directors' Meeting
June 25, 2025

CHUGACH

Electrical Hazards or Indications

- Frequent tripped circuit breakers or blown fuses
- Flickering, dimming, or buzzing lights
- Hot outlets or switches
- Burning smells
- Damaged cords or outlets
- Over-reliance on extension cords
- Old or dated wiring



Tips

- Regularly inspect electrical cords and outlets for damage
- Keep electrical appliances away from water
- Install Ground Fault Circuit Interrupters (GFCIs)
- Childproof electrical outlets
- Avoid overloading outlets and extension cords

YTD Safety STATISTICS

Recordable Injuries			
Business Unit	2024	2024 MAY YTD	2025 MAY YTD
Line Operations	7	6	3
Power Generation	3	2	1
Office and Administrative	0	0	3
Total	10	8	7

Lost Time Injuries			
Business Unit	2024	2024 MAY YTD	2025 MAY YTD
Line Operations	5	4	2
Power Generation	1	0	0
Office and Administrative	0	0	2
Total	6	4	4

Rates and Lost Workdays			
	2024	2024 MAY YTD	2025 MAY YTD
OSHA Rate	2.42	4.58	4.09
DART Rate	1.70	2.86	4.09
Lost Time Rate	1.4598	2.29	2.34
Lost Workdays	344	179	246

Recordable Injury: Injury resulting in medical treatment, lost time, or restricted duty

OSHA Rate: Number of recordable injuries x 200,000/employee hours worked

Lost Time Rate: Number of lost time injuries X 200,000/employee hours worked

Lost Workday: A day a worker is absent from the workplace due to a work-related injury

DART Rate: Number of lost time and restricted duty injuries x 200,000/employee hours worked

2025 YTD Incident Review

Incident Description	Nonconformance with Safety Procedures or Work Practices	Work Type	Opportunity for Intervention
Slipped on ice while walking across flight pad to board helicopter, breaking bone in lower leg	Possible	Normal Task	Yes
Strained knee descending ladder	No	Normal Task	No
Fell on ice while stepping off stuck snow machine, resulting in sore lower back	No	Normal Task	No
Stepped on roofing nail, resulting in puncture wound to toe	No	Normal Task	No
Rolled ankle while on uneven ROW surface while cutting tree off power line	No	Normal Task	No
Vehicle hit by 3 rd party, resulting laceration to head from impact with airbag/vehicle visor	No	Normal Task	No
Slipped on ice while unloading supplies from vehicle, resulting in strained knee	Possible	Normal	Yes

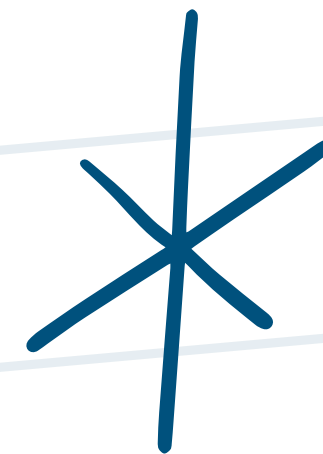


The Employee Experience

Recruitment & Onboarding

**Regular Board of Directors Meeting
June 25, 2025**

Objectives



- Deliver a consistent, high-quality recruitment and onboarding experience that promotes a welcoming culture and supports long-term talent retention.
- Ensure onboarding leaves employees feeling engaged, confident in their job choice, and positive about the work environment.



Recruitment

Applicant Tracking System



The screenshot displays the CHUGACH recruitment application system interface. At the top, the CHUGACH logo is on the left, a search bar with the text "Search ..." is in the center, and a "Find Jobs" button is on the right. Below the search bar, there are three filter sections on the left: "Department" with a "Clear" link, "Employment Type" with a "Clear" link, and "Location (by City)" with a "Clear" link. The main content area is a table with the following columns: Title, Department, Posted Date, and Deadline. The table lists several job openings, including "CAD/GIS Operator (Temp)", "Associate General Counsel", "Intern - Generation", "Intern - System Control", "Intern - Relay/System Protection", "Intern - Engineering", "Power Dispatcher (System Operations)", and "Plant Accountant II".

Title	Department	Posted Date	Deadline
CAD/GIS Operator (Temp) Anchorage, AK	CAD & GIS Services	Feb 9	Open until filled
Associate General Counsel Anchorage, AK	General Counsel	Feb 9	Open until filled
Intern - Generation Anchorage, AK	Generation Technical Services	Feb 7	Open until filled
Intern - System Control Anchorage, AK	System Control	Feb 7	Open until filled
Intern - Relay/System Protection Anchorage, AK	Substation & Relay Engineering	Feb 7	Open until filled
Intern - Engineering Anchorage, AK	Engineering Administration	Feb 6	Open until filled
Power Dispatcher (System Operations) Anchorage, AK	System Control	Feb 5	Open until filled
Plant Accountant II Anchorage, AK	Plant Accounting	Jan 26	Open until filled

Application System

- Applicant Communication
 - Texting
 - Email
- Direct System Tracking
- Instant Transition to Hiring

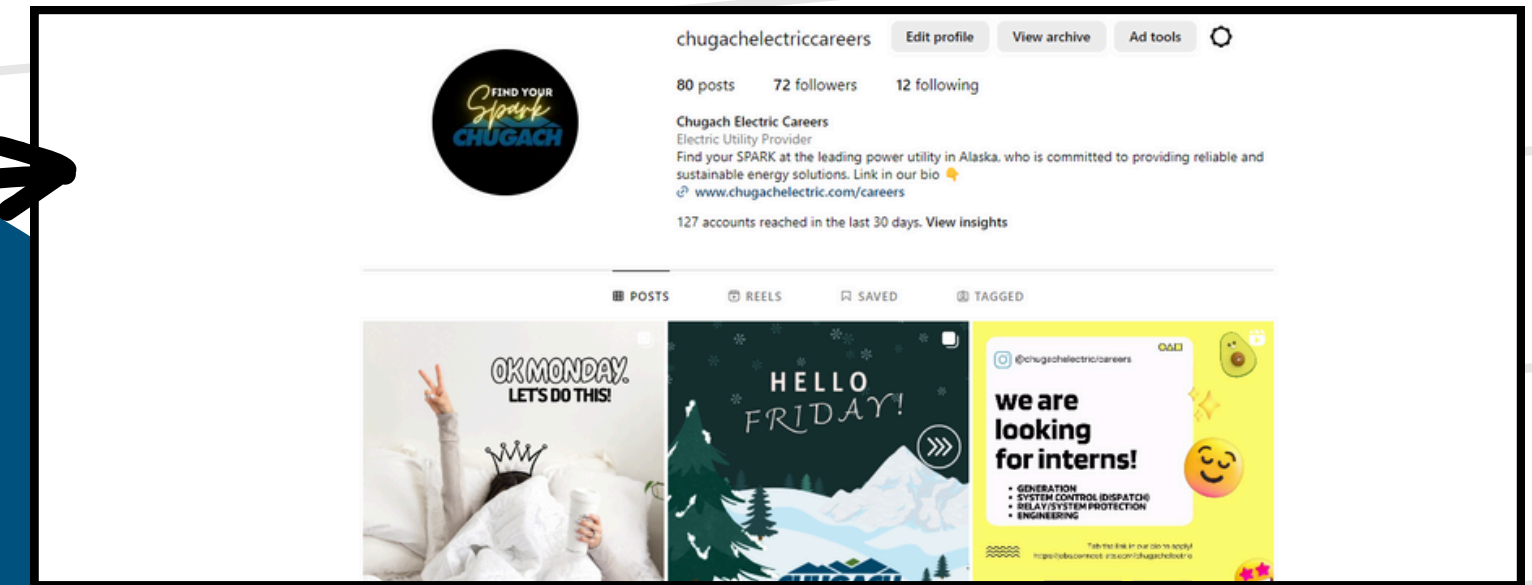
Instagram - Chugach Careers



LinkedIn - Chugach Careers

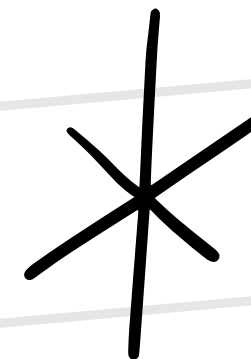


Join Us



Onboarding

- General Onboarding
- Maintain ongoing connections with employees
 - Incremental Check-Ins at 30, 60, 90 days & beyond
- Chugach History Orientation
- Manager Connect



The Team



HR Generalist
EMMA FIFITA



HR Generalist
MELISSA BUYLAR



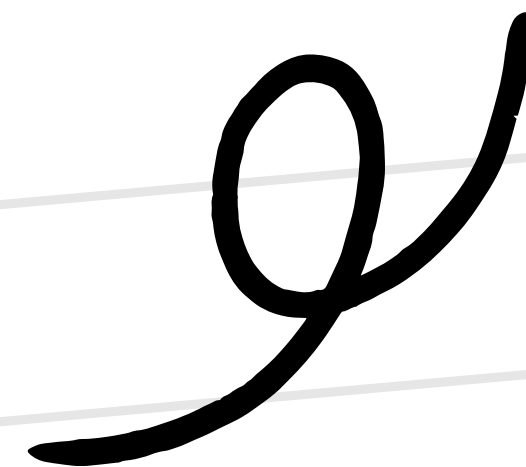
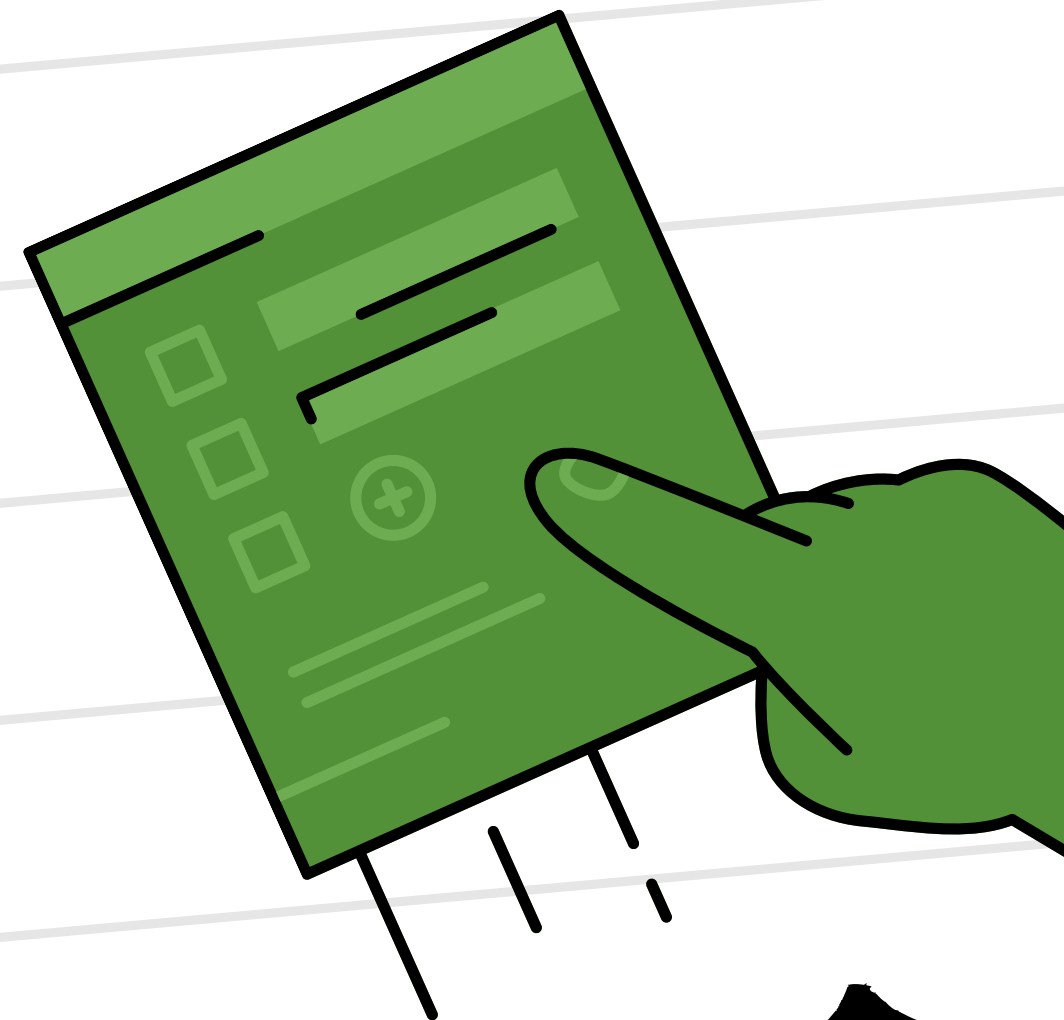
HR Generalist
ALINA DENISENKO



HR Specialist
**CANDACE
STRANDBERG**

*
**Thank
You**

by HR



**CHUGACH ELECTRIC ASSOCIATION, INC.
ANCHORAGE, ALASKA**

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(Recess 10-Minutes)

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* *Denotes Action Items*

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June 2025

June 2025							July 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7			1	2	3	4	5
8	9	10	11	12	13	14	6	7	8	9	10	11	12
15	16	17	18	19	20	21	13	14	15	16	17	18	19
22	23	24	25	26	27	28	20	21	22	23	24	25	26
29	30						27	28	29	30	31		

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Jun 1	2	3 8:00am Alaska Sustainable Energy Conference - Anchorage, AK - Stephanie Huddell 5:00pm	4	5	6	7
8	9	10	11 10:00am Board Headshot - Jernstrom (5401 Cordova #204) - Stephanie Huddell	12	13	14
15	16 Juneteenth National Independence Day	17 12:00pm Katherine Onboarding (CEA Boardroom)	18	19 11:30am Strategic Planning Discussion & Board Packet Review (Wiggin, Cooper) (Board Room)	20	21
22	23	24	25 4:00pm Regular Board of Directors Meeting (Board Room CR) - Stephanie Huddell	26	27	28
29	30	Jul 1	2	3	4	5

July 2025

July 2025							August 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
6	7	1	2	3	4	5	3	4	5	6	7	1	2
13	14	8	9	10	11	12	10	11	12	13	14	8	9
20	21	15	16	17	18	19	17	18	19	20	21	22	23
27	28	22	23	24	25	26	24	25	26	27	28	29	30
		29	30	31			31						

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Jun 29	30	Jul 1	2	3	4 Independence Day	5
6	7	8	9 4:00pm Operations Committee Meeting (Chugach Board Room) - Stephanie Huddell	10	11	12
13	14	15	16	17	18	19
20	21	22 5:30pm MAC Meeting - Stephanie Huddell	23 4:00pm Governance Committee Meeting (Chugach Board Room) - Stephanie Huddell	24	25	26
27	28	29	30 4:00pm Regular Board of Directors Meeting (Board Room CR) - Stephanie Huddell	31	Aug 1	2

August 2025

August 2025							September 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
3	4	5	6	7	1	2	7	1	2	3	4	5	6
10	11	12	13	14	8	9	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27
24	25	26	27	28	29	30	28	29	30				
31													

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Jul 27	28	29	30	31	Aug 1	2 1:00pm Chugach 2025 Summer Picnic (Kincaid) - Stephanie Huddell
3	4	5	6	7	8	9
10	11	12	13 4:00pm Operations Committee Meeting (Board Room CR) - Stephanie Huddell	14	15	16
17	18	19	20 4:00pm Audit & Finance Committee Meeting (Board Room CR) - Stephanie Huddell	21	22	23
24	25	26 8:00am 2025 Board of Directors Retreat & Strategic Planning - Stephanie Huddell	27 8:00am 2025 Board of Directors Retreat & Strategic Planning - Stephanie Huddell	28	29	30
31	Sep 1	2	3	4	5	6

September 2025

September 2025							October 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
7	1	2	3	4	5	6	5	6	7	1	2	3	4
14	15	16	17	18	19	20	12	13	14	15	16	17	18
21	22	23	24	25	26	27	19	20	21	22	23	24	25
28	29	30					26	27	28	29	30	31	

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Aug 31	Sep 1 Labor Day	2	3	4	5	6
7	8	9	10 4:00pm Governance Committee Meeting (Board Room CR) - Stephanie Huddell	11	12	13
14	15	16	17 4:00pm Regular Board of Directors Meeting (Board Room CR) - Stephanie Huddell	18	19	20
21	22	23 8:00am	24 APA & AIE Annual Meeting - Cordova, AK - Stephanie Huddell	25	26 5:00pm	27
28	29	30	Oct 1	2	3	4

October 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Sep 28	29	30	Oct 1	2	3	4
5	6	7 5:30pm MAC Meeting - Stephanie Huddell	8	9	10	11
12	13 Indigenous Peoples' Day	14	15 4:00pm Operations Committee Meeting (Board Room CR) - Stephanie Huddell	16	17	18
19	20	21	22 4:00pm Regular Board of Directors Meeting (Board Room CR) - Stephanie Huddell	23	24	25
26	27	28	29	30	31	Nov 1

November 2025

November 2025							December 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
2	3	4	5	6	7	1	7	1	2	3	4	5	6
9	10	11	12	13	14	8	14	8	9	10	11	12	13
16	17	18	19	20	21	15	21	15	16	17	18	19	20
23	24	25	26	27	28	22	28	22	23	24	25	26	27
30						29		29	30	31			

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Oct 26	27	28	29	30	31	Nov 1
2	3	4	5 4:00pm Audit & Finance Committee Meeting (Board Room CR) - Stephanie Huddell	6	7	8
9	10	11 Veterans' Day	12	13	14	15
16	17	18	19 4:00pm Regular Board of Directors Meeting (Board Room CR) - Stephanie Huddell	20	21	22
23	24	25	26	27 Thanksgiving	28 Friday Following Thanksgiving	29
30	Dec 1	2	3	4	5	6

December 2025

December 2025							January 2026						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
7	1	2	3	4	5	6	4	5	6	7	1	2	3
14	8	9	10	11	12	13	11	12	13	14	15	16	17
21	15	16	17	18	19	20	18	19	20	21	22	23	24
28	22	23	24	25	26	27	25	26	27	28	29	30	31

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Nov 30	Dec 1	2	3 4:00pm Audit & Finance Committee Meeting (Microsoft Teams Meeting) - Stephanie Huddell	4	5	6 6:00pm Chugach 2025 Holiday Party (Captain Cook Hotel) - Stephanie Huddell
7	8	9	10 4:00pm Regular Board of Directors Meeting (Board Room CR) - Stephanie Huddell	11	12	13
14	15	16	17	18	19	20
21	22	23	24 Christmas Eve	25 Christmas Day	26	27
28	29	30	31 New Year's Eve	Jan 1, 26	2	3

January 2026

January 2026							February 2026						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
4	5	6	7	1	2	3	1	2	3	4	5	6	7
11	12	13	14	8	9	10	8	9	10	11	12	13	14
18	19	20	21	15	16	17	15	16	17	18	19	20	21
25	26	27	28	22	23	24	22	23	24	25	26	27	28

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Dec 28	29	30	31	Jan 1, 26 New Year's Day	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026

February 2026							March 2026						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28
							29	30	31				

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Feb 1	2	3 APA Legislative Conference - Juneau - Stephanie Huddell	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Mar 1	2	3	4	5	6	7
					NRECA PowerXchange - Nashville - Stephanie Huddell	
8	9	10	11	12	13	14
NRECA PowerXchange - Nashville - Stephanie Huddell						
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	Apr 1	2	3	4

April 2026

April 2026							May 2026						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
5	6	7	1	2	3	4	3	4	5	6	7	1	2
12	13	14	8	9	10	11	10	11	12	13	14	8	9
19	20	21	15	16	17	18	17	18	19	20	21	15	16
26	27	28	22	23	24	25	24	25	26	27	28	22	23
			29	30			31					29	30

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Mar 29	30	31	Apr 1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	May 1	2

May 2026

May 2026							June 2026						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
3	4	5	6	7	8	1	2	7	1	2	3	4	5
10	11	12	13	14	15	2	9	8	9	10	11	12	13
17	18	19	20	21	22	3	16	14	15	16	17	18	19
24	25	26	27	28	29	4	23	21	22	23	24	25	26
31						5	30	28	29	30			27

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Apr 26	27	28	29	30	May 1	2
3	4	5	6	7	8 12:00pm 2026 Member Appreciation Event & Annual Meeting (ChangePoint Alaska)	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	Jun 1	2	3	4	5	6

CHUGACH ELECTRIC ASSOCIATION, INC.
Anchorage, Alaska

Request for Excused Absence

Chugach Electric Association, Inc. Bylaws, in Article V, Section 4. Director Attendance provide:
(d) "... an absence shall not be counted if it is excused by a vote of a majority of the members of the board not requesting the excuse at the next regular or special board meeting. However, no more than four absences per director may be excused by the board in any director year" (i.e., from the date of the annual meeting to the day before the annual meeting in the following year).

Request for Excused Absence:

Director Name: Rachel Morse

Date of Meeting (you are requesting an excused absence for): May 30, 2025

Type of Meeting (you are requesting an excused absence for):
Regular Board of Directors Meeting – Annual Meeting

Signature: _____ Date: _____

Request Taken by: Stephanie Huddell Date: June 25, 2025

Action by the Board:

The request for an excused absence was voted on by the board at the Regular or Special Board meeting following the absence.

Date of Board Meeting (excused absence was considered): June 25, 2025
Excused Absence Granted: Yes No

By: _____ Date: _____

File this form with the approved meeting minutes

CHUGACH ELECTRIC ASSOCIATION, INC.
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Request for Excused Absence:

Director Name: Rachel Morse

Date of Meeting (you are requesting an excused absence for): May 30, 2025

Type of Meeting (you are requesting an excused absence for):
Regular Board of Directors Meeting – Immediately Following Annual Meeting

Signature: _____ Date: _____

Request Taken by: Stephanie Huddell Date: June 25, 2025

Action by the Board:

The request for an excused absence was voted on by the board at the Regular or Special Board meeting following the absence.

Date of Board Meeting (excused absence was considered): June 25, 2025

Excused Absence Granted: Yes No

By: _____ Date: _____

File this form with the approved meeting minutes

Summer School for Directors: Colorado Springs

Summer School for Directors helps ensure that board leaders develop the knowledge and skills required to meet the challenges of today's increasingly complex utility marketplace through a variety of CCD and BLC courses offered over five days.

This program offers co-op directors:

- The essential knowledge and skills necessary to succeed on the board
- All five Credentialed Cooperative Director (CCD) course to help directors build their foundational knowledge
- The opportunity to advance beyond the CCD level toward the Board Leadership Certificate (BLC)
- Earn continuing education credits that can be applied toward maintaining their Director Gold credential
- Opportunity to network and build connections with peers

ALSO of Interest:

- [Online Director Training Courses](#)
- [Director Certificate Programs](#)

Looking to **earn credit?**

Earn credits toward your Credentialed Cooperative Director (CCD) or Board Leadership Certificate (BLC). If you've already earned your CCD and BLC credentials, earn the credits you need to achieve Director Gold status.

Registration Fees

947.1 Providing Feedback to Your CEO	\$815
952.1 Increasing Influence and Building Board Consensus	\$815
Other Director Education Courses	\$715

Registration is Open!

July 11 - 15, 2025



In-Person
Colorado Springs, CO

Register before July 14, 2025

Summer School for Directors

Colorado Springs, CO | July 11 - 15, 2025

Schedule

Subject to change. All times are local to the event location.

Printed: Jun 12, 2025 11:40 AM

FRI. 07/11	
7:00am - 8:00am	BREAKFAST Continental Breakfast
7:00am - 4:00pm	REGISTRATION Registration
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 976.1 Power Supply Decision Making
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 901.1 Basic Parliamentary Procedure for Directors
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 952.1 Increasing Influence and Building Board Consensus
8:00am - 4:00pm	CREDENTIALIAED COOPERATIVE DIRECTOR (CCD) 2600 Director Duties and Liabilities
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 984.1 The Road to Resilience: A Board's Responsibility

SAT. 07/12	
7:00am - 8:00am	BREAKFAST Continental Breakfast
7:00am - 4:00pm	REGISTRATION Registration
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 903.1 The Role of the Board Chair in Conducting Effective Meetings

8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 913.1 Cooperative Fundamentals, Legacy, and Economic Impact
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 929.1 Current Governance Issues in Policy Development
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 947.1 Providing Feedback to Your CEO
8:00am - 4:00pm	CREDENTIALLED COOPERATIVE DIRECTOR (CCD) 2620 Board Operations and Process
4:00pm - 5:30pm	NETWORKING Networking Reception

SUN. 07/13

7:00am - 8:00am	BREAKFAST Continental Breakfast
7:00am - 4:00pm	REGISTRATION Registration
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 930.1 Ethics and Governance: Implementing the New Accountability
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 943.1 Conversation Skills Outside the Boardroom
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 928.1 Artificial Intelligence and Electric Cooperatives
8:00am - 4:00pm	CREDENTIALLED COOPERATIVE DIRECTOR (CCD) 2640 Financial Decision Making
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 961.1 Cooperative Power Supply: An Industry in Transition

MON. 07/14

7:00am - 8:00am	BREAKFAST Continental Breakfast
7:00am - 4:00pm	REGISTRATION Registration

8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 935.1 Appraising and Compensating the CEO
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 975.1 Capital Credits Issues and Decisions
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 957.1 How to Evaluate and Improve Board Performance
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 973.1 Moving the Fence: A Guide to Shared Services, System Mergers and Territorial Acquisitions
8:00am - 4:00pm	CREDENTIALLED COOPERATIVE DIRECTOR (CCD) 2610 Understanding the Electric Business

TUE. 07/15

7:00am - 8:00am	BREAKFAST Continental Breakfast
7:00am - 2:00pm	REGISTRATION Registration
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 958.1 Succession Planning: Developing the Purpose-Driven Organization
8:00am - 4:00pm	BOARD LEADERSHIP CERTIFICATE (BLC) 977.1 Equity Management and Boardroom Decision Making
8:00am - 4:00pm	CREDENTIALLED COOPERATIVE DIRECTOR (CCD) 2630 Strategic Planning

NRECA

2025 Regions 7&9 Meeting

October 6 - 8, 2025 | Bellevue,
WA



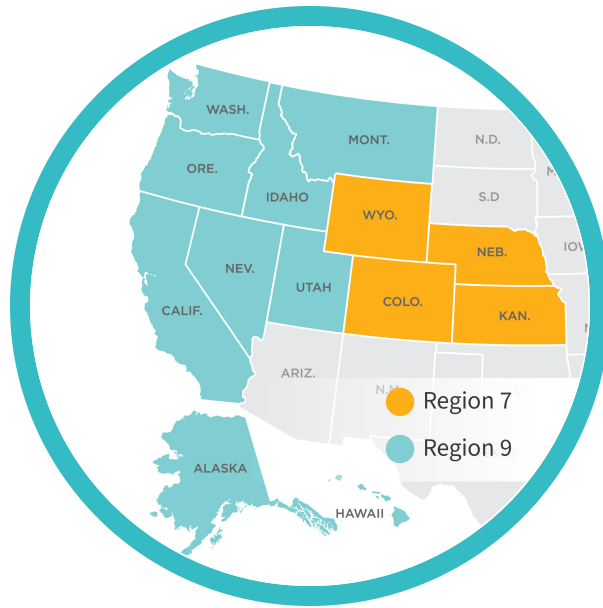
Download the NRECA Events App
for the latest information on this
event.

Join cooperative leaders from your region to exchange ideas, build connections, and help shape the future of co-op energy.



Your Region, Your Priorities

NRECA Regional Meetings bring the cooperative community to you, fostering collaboration with fellow leaders in your local area and delivering a meaningful experience tailored to local priorities. Stay ahead of emerging trends, explore innovative strategies, and contribute to key policy discussions through the resolutions process. Enhance your expertise with targeted pre-conference education sessions and build connections that drive success.




Who Should Attend?

Electric co-op CEOs, directors, voting delegates, and key co-op staff.

REGION 7: Colorado | Kansas | Nebraska | Wyoming

REGION 9: Alaska | California | Hawaii | Idaho | Montana | Nevada | Oregon |
Utah | Washington

 **In-Person**
Bellevue, WA

NRECA Member Resolutions Process

The Regional Meetings are an important step in NRECA's annual member resolutions process. Voting delegates will elect representatives to the NRECA Member Standing Committees and vote on proposed resolutions. All NRECA voting member directors and employees are invited to attend and participate in their region's regional resolutions committee and business meetings. Contact resolutions@nreca.coop with questions about the process.

Workshops for CEOs and Staff



Power Up Your Planning: CEO Workshops on Succession & Resiliency

Prepare your cooperative for long-term success with expert-led pre-conference workshops designed for CEOs. Gain strategic insights on succession planning to ensure leadership continuity and explore innovative solutions to strengthen regional reliability and resiliency in a rapidly evolving energy landscape.

[View the schedule](#)

Workshops for Directors



Strengthen Governance & Strategy with Director Training

Strengthen Governance & Strategy with Director Training Enhance your governance expertise with pre-conference workshops tailored for cooperative directors. Gain critical insights into your responsibilities with Director Duties and Liabilities, explore the impact of Artificial Intelligence on Electric Cooperatives, and refine leadership communication when providing feedback to Your CEO. Build the skills and knowledge needed to lead effectively in a rapidly evolving industry.

[View the schedule](#)

Questions about the program?

Heather Nelson

703-907-5622

Heather.Nelson@nreca.coop

Questions about hotel?

Housing Center (Regions 7&9)

864-342-6307

nrecareg7_9@maritz.com

Questions about sponsorships?

Ijilbish Nergui

703-907-5908

Ijilbish.Nergui@nreca.coop

CHUGACH ELECTRIC ASSOCIATION, INC.
Anchorage, Alaska

Wednesday, May 28, 2025

REGULAR BOARD OF DIRECTORS' MEETING

Recording Secretary: Amanda Mankel

I. CALL TO ORDER

Chair Wiggin called the Regular Board of Directors' Meeting to order at 4:00 p.m. in the boardroom of Chugach Electric Association, Inc., 5601 Electron Drive, Anchorage, Alaska.

A. Pledge of Allegiance

Chair Wiggin lead the Board in the Pledge of Allegiance.

B. Roll Call

Board Members Present:

Mark Wiggin, Chair

Sisi Cooper, Vice Chair

Susanne Fleek-Green, Secretary, *arrived at 4:07 p.m.*

Rachel Morse, Treasurer, *arrived at 4:07 p.m.*

Bettina Chastain, Director

Dan Rogers, Director

Jim Nordlund, Director

Guests and Staff Attendance Present:

Arthur Miller

Matt Clarkson

Sherri Highers

Andrew Laughlin

Katie Millen

Trish Baker

Julie Hasquet

Dusty Menefee

Dustin Highers

Sandra Cacy

Josh Travis

Daniel Herrmann

Eric Boyette

Kate Ayers

Paul Millwood

Nick Szymoniak

David Caye

Adam Lutchansky

Eugene Ori

Grace Johnston

Randal Chicola

Quinton Bidwell

Whitney Wilkson

Sean Skaling

Michael Rovito, APA

Bernie Smith, Member

David Brailey, Member

Katherine Jernstrom,
Member

Alex Petkanas, Member

Via Teleconference:

Sephania Huddell

Buddi Richey

Mitch Roth, Member

Cindy Kinard, Member

C. Safety Minute

Eric Boyette, Senior Manager of HSE, presented the *Safety Minute: Bear Awareness*, including the year-to-date safety information and responded to questions from the Board.

D. Electric Power Factoid

Dustin Highers, VP, Corporate Programs, presented the *Electric Power Factoid: System Inertia Analogy*, and responded to questions from the Board.

Director Morse and Director Fleet-Green joined at 4:07 p.m.

II. APPROVAL OF AGENDA

Director Morse moved, and Director Nordlund seconded the motion to approve the agenda. The motion passed unanimously.

III. PERSONS TO BE HEARD

A. Member Comments

- 1. Bill Herman provided a personal testimony.*
- 2. Bernie Smith provided comments on HB 153 and SB 149, gave compliments to our CEO, and thanked Director Chastain for her time on the Board.*
- 3. Alex Petkanas provided comments on the letter of support to the legislator regarding building of the dam and renewables.*
- 4. Mitch Roth provided comments on community solar and provided compliments to our CEO.*

IV. DIRECTOR REPORTS

A. Alaska Power Association (APA) Report

Michael Rovito, Deputy Director, Alaska Power Association, provided an update on APA activities, and upcoming events and responded to questions from the Board.

B. Board Committee Reports (Audit & Finance, Operations & Governance)

Director Cooper reported on the May 21, 2025, Audit & Finance Committee Meeting.

C. Other Meeting Reports

Director Fleek-Green reported that the next Governance Committee meeting will be held June 11, 2025.

Director Morse reported on the Member Committees, that they went very well and they would be attending and providing reports at the Annual Meeting. Director Morse also reported on her attendance at the NWPPA Annual Meeting.

Director Cooper presented Director Wiggin with a Board Leadership Certificate from NWPPA.

Director Fleek-Green reported as the Board representative on NRECA that the deadline for member resolutions is June 13, 2025.

V. CONSENT AGENDA

A. Board Calendar

B. Training and Conferences

- 1. Alaska Sustainable Energy Conference, June 3-5, 2025, Anchorage, AK*
- 2. NRECA Summer School for Directors, July 11-15, 2025, Colorado Springs, CO*
- 3. APA Annual Meeting, September 23-26, 2025, Cordova, AK*

C. Minutes

1. April 23, 2025, Regular Board of Directors' Meeting (Richey)

D. Director Expenses

Director Nordlund moved, and Director Cooper seconded the motion to approve the consent agenda. The motion passed unanimously.

VI. CEO REPORTS AND CORRESPONDENCE

Legislative Update (Baker)

A. Trish Baker, Sr. Manager, Government and Business Affairs, presented a legislative and policy update and answered questions from the Board

B. Wildfire Mitigation (Laughlin/Hasquet)

Andrew Laughlin, Chief Operating Officer (COO), and Julie Hasquet, Sr. Manager, Corporate Communications, presented on Wildfire Mitigation and answered questions from the Board.

C. RTO Update (Clarkson)

Matthew Clarkson, Chief Legal Officer, presented the RTO Update and answered questions from the Board.

D. 2025 Sales Analysis (Clarkson/Szymoniak)

Matthew Clarkson, COO, Nick Szymoniak, VP, Regulatory Economic Affairs, David Caye, Manager, Regulatory Affairs, and Randal Chicola, Economic Analyst, presented the 2025 Sales Analysis and answered questions from the Board.

E. Renewable Projects Update (Lutchansky)

Dustin Highers, VP, Corporate Programs, and Adam Lutchansky, Manager, Decarbonization Program, presented the Renewable Projects Update and answered questions from the Board.

F. Board Policy Scheduled Tasks/Reports (Board/Staff)

Arthur Miller, Chief Executive Officer, discussed CEO Reports and responded to questions from the Board.

VII. UNFINISHED BUSINESS (NONE)

VIII. NEW BUSINESS (SCHEDULED)

A. Sullivan Unit 10 Major Overhaul (Laughlin/Ori)

Andrew Laughlin, Chief Operating Officer, and Eugene Ori, VP, Power Production, presented the Sullivan Unit 10 Major Overhaul and answered questions from the Board.

Director Cooper moved, and Director Morse seconded that the Chugach Board of Directors authorize the Chief Executive Officer to execute a contract with TransCanada Turbines Ltd. for the overhaul of the Sullivan Power Plant Unit 10 turbine, and for the procurement of materials and all associated work required for the installation of the spare turbine, at a total installed cost not to exceed \$9,200,000. The motion passed unanimously.

IX. DIRECTOR COMMENTS

Director comments were made at this time.

X. EXECUTIVE SESSION

Recess (15 minutes)

- A. Collective Bargaining Negotiations (Menefee/Millen)*
- B. Chief Executive Evaluation (Board)*

At 7:16 p.m. Director Fleek-Green moved, and Director Morse seconded the motion that pursuant to Alaska Statute 10.25.175(c)(1), (3) and (4), the Board of Directors go into executive session to: 1) discuss and receive reports regarding matters the immediate knowledge of which would clearly have an adverse effect on the finances of the cooperative; 2) discuss with its attorneys matters the immediate knowledge of which could have an adverse effect on the legal position of the cooperative; and 3) discuss personnel matters. The motion passed unanimously.

The meeting reconvened to open session at 9:14 p.m.

XI. NEW BUSINESS

- A. Chief Executive Officer Evaluation*

Director Chastain moved, and Director Cooper seconded that the Board of Directors approve the May 1, 2024 – April 30, 2025, Chief Executive Officer evaluation and compensation as discussed in executive session. The motion passed unanimously.

XII. ADJOURNMENT

At 9:16 p.m. Director Chastain moved, and Director Cooper seconded the motion to adjourn. The motion passed unanimously.

Susanne Fleek-Green, Secretary
Date Approved: June 25, 2025

CHUGACH ELECTRIC ASSOCIATION, INC.
Anchorage, Alaska

May 30, 2025

Friday

Immediately Following the Annual Membership Meeting

REGULAR BOARD OF DIRECTORS' MEETING

Recording Secretary: Sandra Cacy

I. CALL TO ORDER

Chair Wiggin called the Regular Board of Directors' meeting to order at 5:46 p.m. at ChangePoint Alaska, 6689 ChangePoint Drive, Anchorage, Alaska.

A. Roll Call

Board Members Present:

Mark Wiggin, Chair

Sisi Cooper, Vice Chair

Susanne Fleek-Green, Secretary

Jim Nordlund, Director

Dan Rogers, Director

Board Members Absent:

Rachel Morse, Treasurer

Guests and Staff Attendance

Present:

Arthur Miller

Andrew Laughlin

Allan Rudeck

Matthew Clarkson

Sherri Highers

Stephanie Huddell

Katherine Jernstrom,

Member & Board

Candidate

II. ADMINISTER OATH OF OFFICE TO NEWLY ELECTED BOARD MEMBERS

Matthew Clarkson, Chief Legal Officer, administered the Oath of Office to the elected Board member Katherine Jernstrom.

III. APPROVAL OF THE AGENDA

IV. NEW BUSINESS

A. Board of Directors – Election of Officers (Board/Clarkson)*

Chair Wiggin opened the floor to nominations for Chair of the Board.

Chair Wiggin closed the nominations and called for a vote.

The result of the vote: Director Wiggin was elected as Chair of the Board.

Chair Wiggin opened the floor to nominations for Vice Chair of the Board.

The result of the vote: Director Cooper was elected Vice Chair of the Board.

Chair Wiggin opened the floor to nominations for Secretary of the Board.
The result of the vote: Director Fleek-Green was elected Secretary of the Board.

Chair Wiggin opened the floor to nominations for Treasurer of the Board.
The result of the vote: Director Morse was elected Treasurer of the Board.

B. Appointment of Board Committee Members (Board Chair)*

Chair Wiggin noted that Director Morse would automatically take the position as Audit & Finance Committee Chair due to her role as Treasurer of the Board.

Chair Wiggin recommended Director Jernstrom for Governance Committee Chair.

Chair Wiggin recommended Director Nordlund for Operations Committee Chair.

C. Appointments of Affiliate Board Representatives (Board Chair)*

Chair Wiggin opened the floor to recommendations for Affiliate Board Representative positions. The following positions were appointed:

1. APA Member and Alternate Representative:
 - a. Member Representative: Director Nordlund
 - b. Alternate Representative: Director Wiggin
2. NWPPA Board of Trustee: Director Morse
3. NRECA Voting Delegate and Alternate:
 - a. Voting Delegate: Director Fleek-Green
 - b. Alternate: Director Morse
4. CFC Voting Delegate and Alternate:
 - a. Voting Delegate: Director Cooper
 - b. Alternate: Director Jernstrom

D. 2025 – 2026 Calendar of Regular Board of Directors' Meetings (Huddell)*

Director Fleek-Green moved, and Director Rogers seconded that the Board of Directors approve the attached resolution which adopts a schedule for regular meetings of the Board as reflected in the Board Calendar. The motion passed unanimously. Director Fleek-Green made a friendly amendment to add an Operations Committee Meeting to June 18, 2025. The amendment passed.

V. ADJOURNMENT

At 6:09 p.m., Director Cooper moved, and Director Nordlund seconded the motion to adjourn. The motion passed unanimously.

Susanne Fleek-Green, Secretary
Date Approved: June 25, 2025

CHUGACH ELECTRIC ASSOCIATION, INC.
Anchorage, Alaska

REGULAR BOARD OF DIRECTORS' MEETING
AGENDA ITEM SUMMARY

June 25, 2025

ACTION REQUIRED

AGENDA ITEM NO. V.D.

<u> </u>	Information Only
<u> X </u>	Motion
<u> </u>	Resolution
<u> </u>	Executive Session
<u> </u>	Other

TOPIC

Director Expenses

DISCUSSION

The Directors' expenses will be submitted for approval at the board meeting.

MOTION

(Consent Agenda)



Rate Design Options to Advance Decarbonization & Beneficial Electrification

Regular Board of Directors' Meeting
June 25, 2025

Rate Design Options Across the Industry

- Flat Rate (current rate structure)
- Inverted Block
- Declining Block
- Demand Rates for all Classes
- Time-of-Use *Pilot program kickoff in 2026*
- Real Time Pricing
- Baseline RTP
- Critical Peak Pricing
- Interruptible Rates
- Variable Peak Pricing
- Peak Time Rebate
- Fixed Bills
- Collar Rates
- Demand Response
- Low Load-Factor Rates
- Residential Electricity Allowance
- Seasonal Rates

Current Issues with Rate Design Nationally

Large Load Rates (2021-2024)

- Data Centers
- Minimum load required (5-150 MW)
- Demand charges based on forecasted demand (used as a commitment enforcement)
- Exit fees for early termination of contract
- NV Energy, Entergy (MS), Xcel (MN)
- Energy Affordability (started in Jan 2025)
 - CA instituted an income-based rate design for large electrics
 - Shifts cost recovery to fixed monthly charge then discounts the charge based on income
- TOU evaluation
 - HI regulator recently (May 2025) closed its advanced rate design docket due to an evaluation report of its TOU pilot that found immaterial shifts in consumer behavior under the program
 - IL – ComEd filed TOU pilot report in January 2025 which indicated a generally successful pilot
 - ComEd filed for a permanent TOU rate to begin in 2026

Inverted Block Rate (IBR)

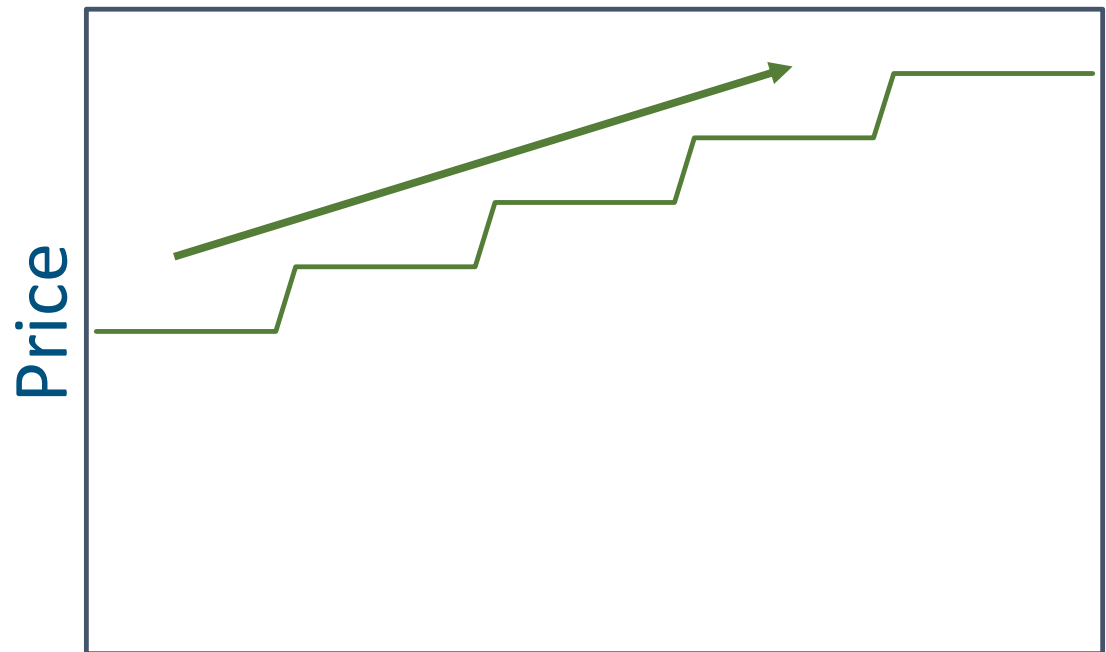
Charging customers that use more electricity a higher price

- Usage is divided into “blocks”
- Each incremental block of use has a higher price
- Shifts cost recovery to higher usage customers
- Designed to encourage lower usage

Considerations:

- Equity concerns for large households
- Disincentivizes beneficial electrification
- Negatively impacts economies of scale resulting in higher per unit costs
- Weather sensitivity

Usage Per Customer



Declining Block Rate

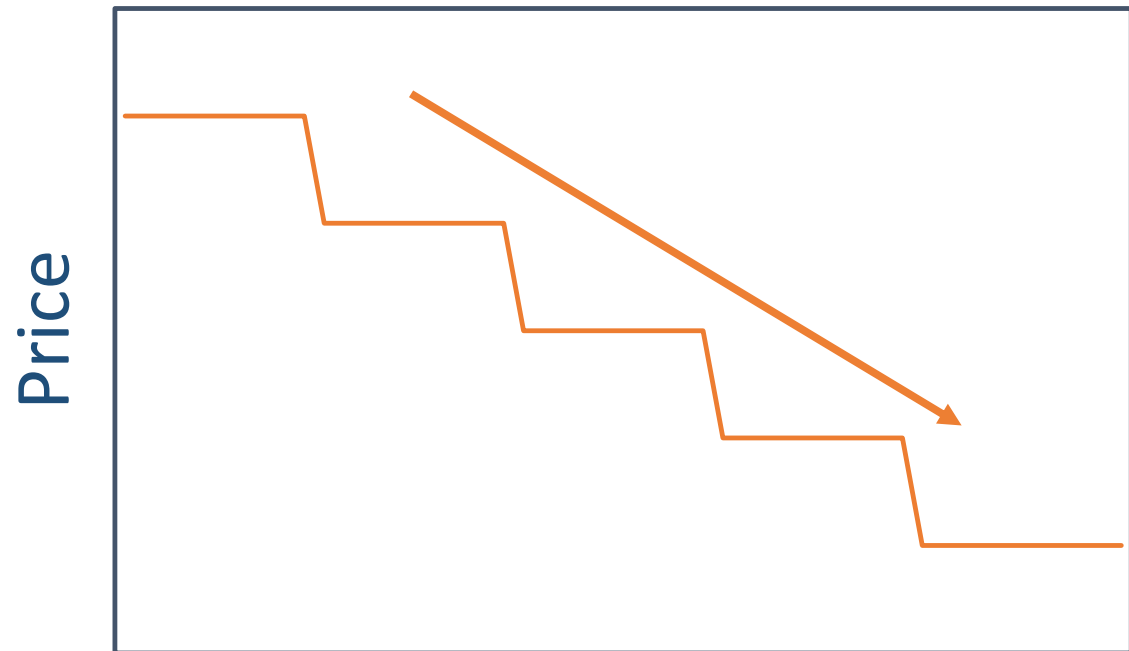
Charging customers that use more electricity a lower price

- Usage is divided into “blocks”
- Each block of use has a lower price
- Chugach currently does this to some degree with our rates for commercial customers
- Reflects falling per unit revenue requirements (economies of scale)

Considerations:

- Provides volume discount – Encourages Beneficial Electrification
- Discourages conservation without renewable generation
- Regressive impact

Usage Per Customer



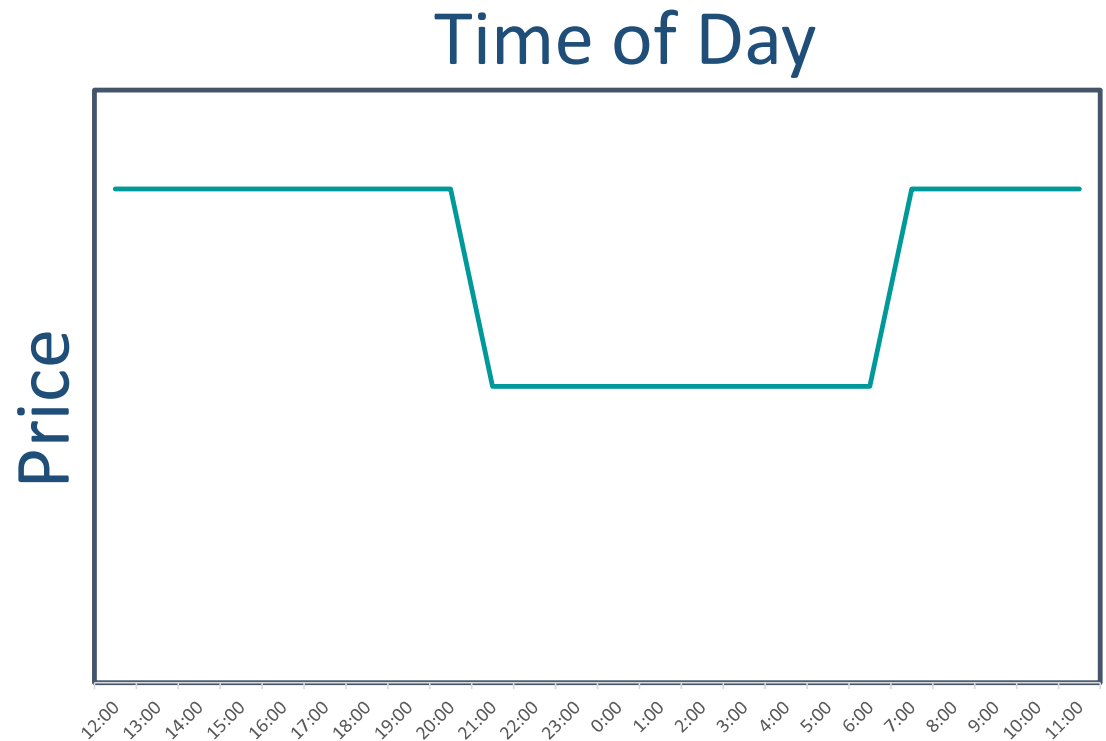
Time-of-Use (TOU)

Lower priced power during certain off-peak hours

- Pricing based on pre-determined times of the day
 - Off-Peak = Cheaper
 - On-Peak = More Expensive
- Chugach Pilot Program – January 2026: Program evaluation once completed

Considerations:

- Encourages scheduling of flexible electricity demand, specifically EV charging
- Allows for better system utilization/load factor and reduces system peak demand
- May not drive a material change in Cost of Service



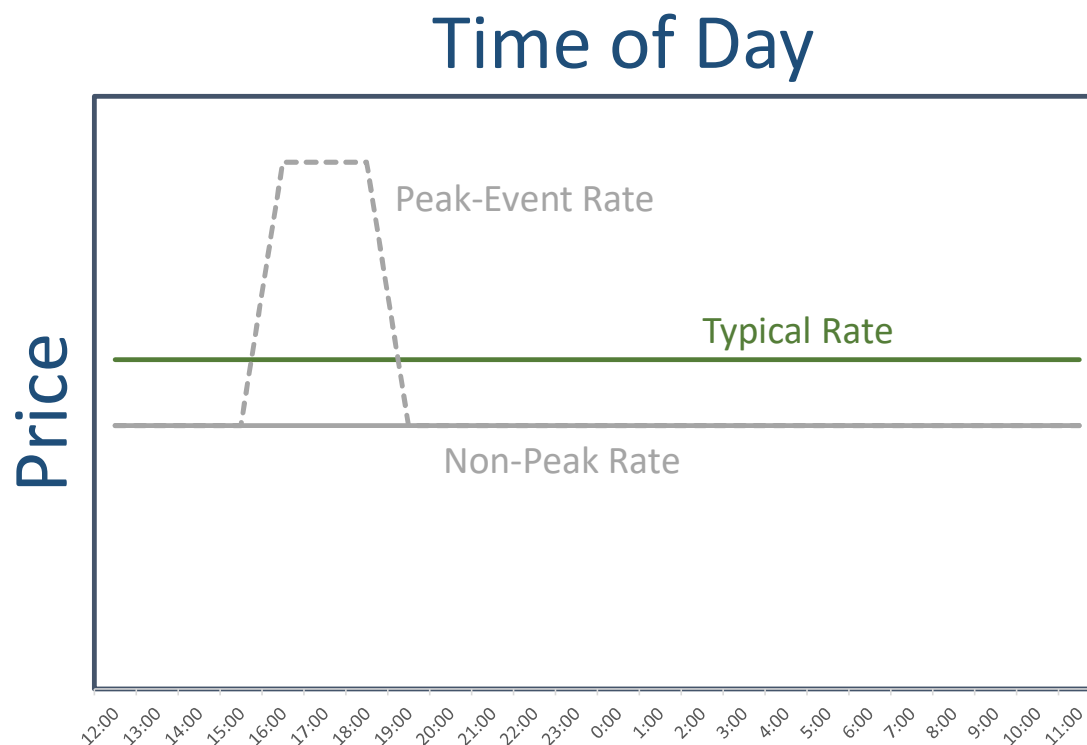
Variable Peak Pricing (VPP)

Lower priced power during non-schedule peak times

- Customers receive a lower base rate for accepting higher peaking rates
- Day ahead peaking prices based on demand, weather, and generation availability
- Typically, an “opt-in” program for customers who can shift their electric demand

Considerations:

- Helps utility manage peak demand or dispatch of generation assets
- Pricing complexity and volatility
- Requires high customer engagement
- Technology Dependence



Beneficial Electrification Incentive Programs

Programs that incentivize beneficial electrification serve the dual purpose of promoting decarbonization while increasing sales and reducing overall per unit costs

Current Chugach Electric Incentives

- Heat Pump Pilot Program
- Incentive to report new EV charging
- Beneficial Electrification & Energy Star Incentive Program
- EV Charging Tariff for level 2 and level 3 chargers
- Shore Power Interruptible Rate
- EV Charging Incentive Program

Additional Incentive Options

- Interruptible Service
- Smart EV Charging Programs
- Fleet Electrification Incentives
- Battery Storage Rebates
- Smart Thermostat & Heat Pump Rebates



Recommendations

Staff Recommendations:

- Pursue targeted programs that promote beneficial electrification
- Utilize inception rate programs to test new rate design options before fully adopting
- Examples include:
 - Expanding current EV charging tariff program to other customer classes
 - Expanding heat pump adoption incentive program as technology advances
- Continue to consider options through strategic planning process to align with corporate priorities





April 2025

Monthly Financial Report



Executive Summary

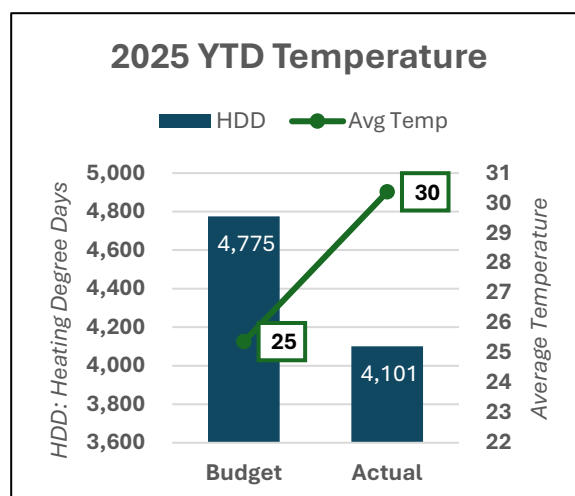
Warmer temperatures continue to be the theme in April with heating degree days (HDD) falling short of budget by 54 days (7%), which resulted in a 2% decline in firm sales for the month. The decrease in sales was counterbalanced by the rate increase implemented through the simplified rate filing (SRF) that became effective in February. Cost containment efforts continue to trend through April with total YTD operating expenses, less the impact of fuel and purchased power, down \$3.6 million (5%). Assignable margins as of April were \$2.9 million, a \$0.7 million decrease from March bringing year-to-date margins within \$4.4 million of budget and generating an MFI/I of 1.17 and TIER of 1.20.

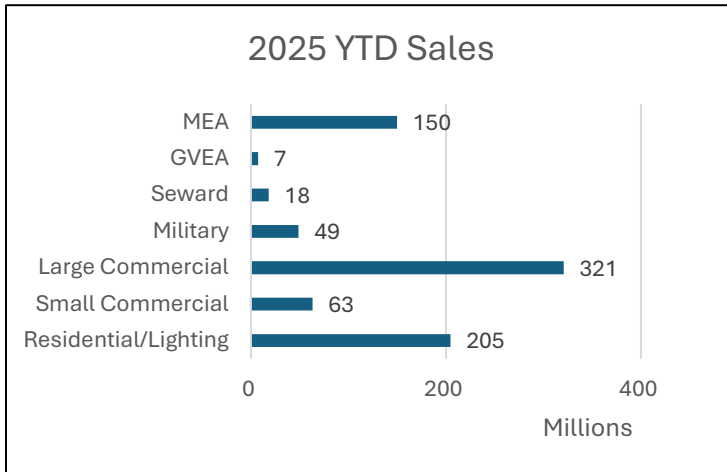
YTD Consolidated Statement of Operations			
CATEGORY	ACTUAL	BUDGET	VARIANCE
<i>(in thousands)</i>			
Operating Revenue	\$ 127,632	\$ 131,927	\$ (4,296)
Fuel	26,592	22,779	3,814
Production	12,162	14,791	(2,629)
Purchased Power	10,072	10,340	(268)
Transmission	2,791	3,970	(1,179)
Distribution	11,238	9,976	1,263
Consumer accounts	4,071	4,132	(61)
Administrative, General and Other	18,277	19,756	(1,479)
Depreciation & Amortization	24,476	24,004	473
Total Operating expenses	109,680	109,747	(67)
Long-term debt and other	17,256	16,783	473
Charged to construction	(793)	(1,049)	256
Interest Expense, Net	16,463	15,734	729
Net operating margins	1,489	6,447	(4,958)
Interest Income	932	637	295
Allowance for funds used during construction	148	189	(41)
Capital credits, patronage dividends and others	341	72	269
Total nonoperating margins	1,421	898	523
Assignable margins	2,910	7,345	(4,435)
MFI/I	1.17	1.44	
TIER	1.20	1.50	

Operating Revenues

Weather plays a crucial role in influencing sales by impacting energy demand and potentially causing outages. HDD indicates the number of degrees below 65°F, while cooling degree days (CDD) indicates the number of degrees above 65°F. Chugach utilizes this data to comprehend, manage, and assess energy demand and consumption. Total year-to-date HDD were short of expectations by 674 (14%) days and average temperatures exceeded expectations by 20%.

Year to date sales were 813 million kWh, falling short of budget by 11.4 million kWh (1%) due to lower HDD, which was offset by higher sales through power pooling. This reduction in sales led to total revenue falling short of budget by \$4.3 million (3%). Base revenue was \$6.7 million (7%) lower than budget due to weather events but was partially offset by an increase in rates due to higher than expected fuel and purchased power expense.





Retail revenue includes residential, small commercial, large commercial and lighting. Sales to retail members constituted approximately 79% of total sales and were 28.9 million kWh (4%) lower than budget, due primarily to lower-than-expected HDD, resulting in a \$3.6 million (3%) unfavorable budget variance for the year.

The City of Seward contracted with Chugach for access to interruptible generation, which

we refer to as Wholesale sales. Sales to Seward accounted for 2% of total sales and were 1.6 million kWh (8%) lower than budget due primarily to lower HDD. Revenue generated from Wholesale sales had a net favorable variance of \$.05 million (3%) for the year due to higher fuel costs recovered in revenue. Economy sales represent the sales of available generation, in excess of our own needs, under the terms and conditions of Chugach's economy energy sales tariff to Golden Valley Electric Association (GVEA). The price includes the cost of fuel, variable operations and maintenance expenses, wheeling charges and a margin. Economy sales were 1% of total sales and were 3.6 million kWh (33%) lower than budget resulting in revenue falling short by \$.04 million (17%) for the year. Power Pool sales are associated with the sharing and management of electric resources, aiming for cost savings, reliability, and efficient resource allocation through a centralized dispatch system. All Power Pool sales are sold to Matanuska Electric Association (MEA). Power Pool sales constituted approximately 18% of total sales and were 22.6 million kWh (18%) higher than budget. This resulted in a favorable variance in revenue generated from Power Pool sales of \$0.9 million (70%).

Operating Expenses

Approximately 87% of our native electric energy, including the territory of Seward, is generated from natural gas. Fuel expenses, including contracted fuel, storage, transportation, and BRU operating costs were \$3.8 million (17%) higher than budget. In alignment with the 7% reduction in HDD, storage levels remain high, thus driving a strategic change in the usage ratio of BRU to contracted fuel. It is important to note that all fuel and purchased power costs, excluding those associated with the Eklutna Purchase Power Agreement (PPA), are recovered through the fuel and purchased power adjustment process resulting in no impact to margins.

Production expense was under budget by \$2.6 million (18%) due to lower contract services costs and operating expenses, as a result of lower-than-expected headcount, timing of maintenance and lower-than-expected service hours at Beluga, Nikkels, Sullivan and SPP.

Transmission expense was under budget by \$1.2 million (30%) primarily due to the timing of project and cost mitigation efforts in maintenance work planned within system controls and fuel operations.

Distribution operations and maintenance expenses were over budget by \$1.3 million (13%) primarily due to increased outage costs associated with repairs and maintenance following the winter storm in January and wildfire risk mitigation efforts.

Administrative, general, and other expenses were below budget by \$1.5 million (7%), primarily due to lower labor, insurance and amortization related to regulatory assets.

Depreciation and amortization expenses were over budget by \$0.5 million (2%) primarily due to a higher number of assets placed in service than was expected.

Net interest expense consists of interest on long-term debt, other interest expense and interest charged to construction. Net interest expense was over budget by \$0.7 million (5%) due to carrying a higher-than-expected commercial paper balance, unbudgeted fees and lower interest charged to construction as a result of construction delays caused by weather conditions.

Non-operating margins consist of interest income, allowance for funds used during construction (AFUDC), capital credits, patronage dividends and others. Non-operating margins were over budget by \$0.5 million (58%) primarily due to increased interest income, and realized gains in the BRU ARO fund, which was partially offset by lower AFUDC due to construction delays caused by weather conditions.

Supplemental Information

CHUGACH ELECTRIC ASSOCIATIONS, INC. STATEMENT OF OPERATIONS MONTH ENDING APRIL 30, 2025

(in thousands)

	Actual	Budget	VARIANCE
Operating Revenue	\$ 29,122	\$ 29,272	\$ (150)
Fuel	5,093	5,111	(18)
Production	3,248	3,958	(710)
Purchased Power	2,454	2,505	(50)
Transmission	722	999	(278)
Distribution	2,791	2,415	376
Consumer accounts	1,088	1,021	67
Administrative, General and Other	4,713	4,320	393
Depreciation & Amortization	6,032	6,001	31
Total Operating expenses	26,140	26,329	(189)
Long-term debt and other	4,316	4,227	89
Charged to construction	(216)	(272)	57
Interest Expense, Net	4,100	3,955	145
Net operating margins	(1,119)	(1,013)	(106)
Interest Income	262	154	107
Allowance for funds used during construction	40	49	(9)
Capital credits, patronage dividends and others	100	18	82
Total nonoperating margins	401	222	180
Assignable margins	(718)	(791)	73
 MFI/I	 0.83	 0.81	
TIER	0.80	0.78	

CHUGACH ELECTRIC ASSOCIATION, INC.
STATEMENT OF OPERATIONS
PERIOD ENDING APRIL 30, 2025 AND 2024

(in thousands)

	2025	2024	VARIANCE
Operating Revenue	\$ 29,122	\$ 27,994	\$ 1,127
Fuel	5,093	5,064	29
Production	3,248	3,578	(331)
Purchased Power	2,454	2,258	197
Transmission	722	947	(225)
Distribution	2,791	2,503	288
Consumer accounts	1,088	935	153
Administrative, General and Other	4,713	3,827	887
Depreciation & Amortization	6,032	5,615	417
Total Operating expenses	26,140	24,726	1,414
Long-term debt and other	4,316	3,942	374
Charged to construction	(216)	(180)	(36)
Interest Expense, Net	4,100	3,762	339
Net operating margins	(1,119)	(494)	(626)
Interest Income	262	211	50
Allowance for funds used during construction	40	36	4
Capital credits, patronage dividends and others	100	(25)	124
Total nonoperating margins	401	222	179
Assignable margins	(718)	(271)	(447)
 MFI/I	 0.83	 0.93	
TIER	0.80	0.91	

CHUGACH ELECTRIC ASSOCIATION, INC.
BALANCE SHEET
As of April 30, 2025 and December 31, 2024

ASSETS & OTHER DEBITS	Unaudited 4/30/2025	Audited 12/31/2024	CHANGE
<i>(in thousands)</i>			
Electric Plant in Service	\$ 2,283,475	\$ 2,272,412	\$ 11,063
Construction Work in Progress	118,303	109,800	8,503
Total Utility Plant	2,401,778	2,382,212	19,566
Accum. Prov. for Depreciation/Amortization	(860,745)	(835,757)	(24,988)
Net Utility Plant	1,541,033	1,546,455	(5,422)
Nonutility Property - Net	77	77	0
Operating lease right-of-use assets	3,537	3,737	(9)
Financing lease right-of-use Assets	180	0	(10)
Investment in Assoc. Organizations	6,223	6,420	(197)
Special Funds	38,812	37,679	1,133
Restricted Cash Equivalents & Other	30	30	0
Long-term Prepayments	0	79	(79)
Total Other Property & Investments	48,859	48,022	838
Cash & Restricted Cash	33,803	24,661	9,142
Special Deposits	65	55	10
Restricted cash equivalents	500	500	0
Fuel Cost / other under recovery	10,237	10,457	(220)
BRU capital surcharge under - recovery	32,340	35,134	(2,794)
Accounts Receivable - Net	54,078	63,575	(9,497)
Materials and Supplies	58,258	55,455	2,803
Fuel Stock	13,159	16,398	(3,239)
Prepayments	7,483	6,327	1,156
Other current assets	6,525	6,358	167
Total Current & Accrued Assets	216,448	218,920	(2,472)
Deferred Debits	101,582	100,915	667
Total Assets & Other Debits	1,907,922	1,914,311	(6,389)

CHUGACH ELECTRIC ASSOCIATION, INC.
BALANCE SHEET
As of April 30, 2025 and December 31, 2024

LIABILITIES & OTHER CREDITS	Unaudited 4/30/2025	Audited 12/31/2024	CHANGE
<i>(in thousands)</i>			
Memberships	\$ 2,060	\$ 2,051	\$ 9
Patronage capital	203,634	201,159	2,475
Other	18,415	18,234	181
Total Margins & Equities	224,109	221,444	2,665
Bonds payable	1,148,000	1,180,917	(32,917)
Notes Payable	9,120	10,944	(1,824)
Unamortized Debt Issuance Costs	(6,059)	(6,188)	129
Operating lease liabilities	3,498	3,508	(10)
Financing lease liabilities	183	183	0
Total Long-Term Debt	1,154,742	1,189,364	(34,622)
Current installment of long-term obligations	59,506	56,740	2,766
Commercial Paper	156,000	122,000	34,000
Accounts Payable	24,621	26,289	(1,668)
Consumer Deposits	3,559	3,780	(221)
Accrued interest	4,877	11,367	(6,490)
Salary, wages and benefits	12,745	12,479	266
Fuel Payable	4,461	5,446	(985)
Undergrounding ordinance liabilities	6,371	4,311	2,060
Provision for rate refund	76	3,125	(3,049)
Other Current Liabilities	3,462	2,187	1,275
Total Current liabilities	275,678	247,724	27,954
Deferred Compensation	1,698	1,926	(228)
Other Liabilities, Non-Current	891	757	134
Deferred Liabilities	12,956	13,840	(884)
BRU Regulatory Liability	67,056	70,602	(3,546)
Cost of Removal Obligation	170,792	168,654	2,138
Total Liabilities & Other Credits	1,907,922	1,914,311	(6,389)



Survey & Ballot
systems



Chugach Electric Association

Executive Summary

2025 Election

Survey & Ballot Systems
7653 Anagram Drive
Eden Prairie, MN 55344-7311
800-974-8099
surveyandballotsystems.com



June 11, 2025
Dawn Bundick
Master Election Judge
5601 Electron Drive
PO Box 196300
Anchorage, AK 99519-6300



Dear Dawn Bundick:

As the election contractor, we are pleased to provide you with the official tabulation for the 2025 Election from ballots qualified in accordance with the election specifications, as approved by Chugach Electric Association, Inc..

The following reports are tabulated from ballots received on or before May 30, 2025. These results account for 10,715 returned valid ballots from 89,473 eligible members, yielding a participation rate of 11.98%.

We greatly appreciate the opportunity to serve Chugach Electric Association, Inc. with election services and wish you great success in the coming year. If you have any questions regarding the enclosed information, please do not hesitate to call me at (800) 974-8099, Ext. 308.

Sincerely,

Matthew Fiala
Survey & Ballot Systems
Enclosure(s)

TABLE OF CONTENTS



Executive Summary 2025 Election



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Chugach Electric Association 2025 Election

Eligible Voters:	89,473
Mail Ballots:	175
Electronic Ballots:	10,450
Duplicate – Mail Removed	0
Duplicate – Electronic Removed:	0
Final Mail Ballots:	175
Final Electronic Ballots:	10,450
Onsite Ballots:	90
Natural Members Voted:	10,324
Non-Natural Members Voted:	391
Total Returns:	10,715
Percent Returned:	11.98%

Chugach Electric Association
2025 Election

DIRECTOR - Four year term

Vote for: 1	Votes	Percent	
Aaric St Michel	1,343	12.6%	
Katherine Jernstrom	6,548	61.3%	DECISION
Burnell "Bernie" Smith	2,788	26.1%	
Total Valid Ballots:		10,679	
Total Unexercised:		36	
Total Invalid		0	
Total Ballots Cast:		10,715	

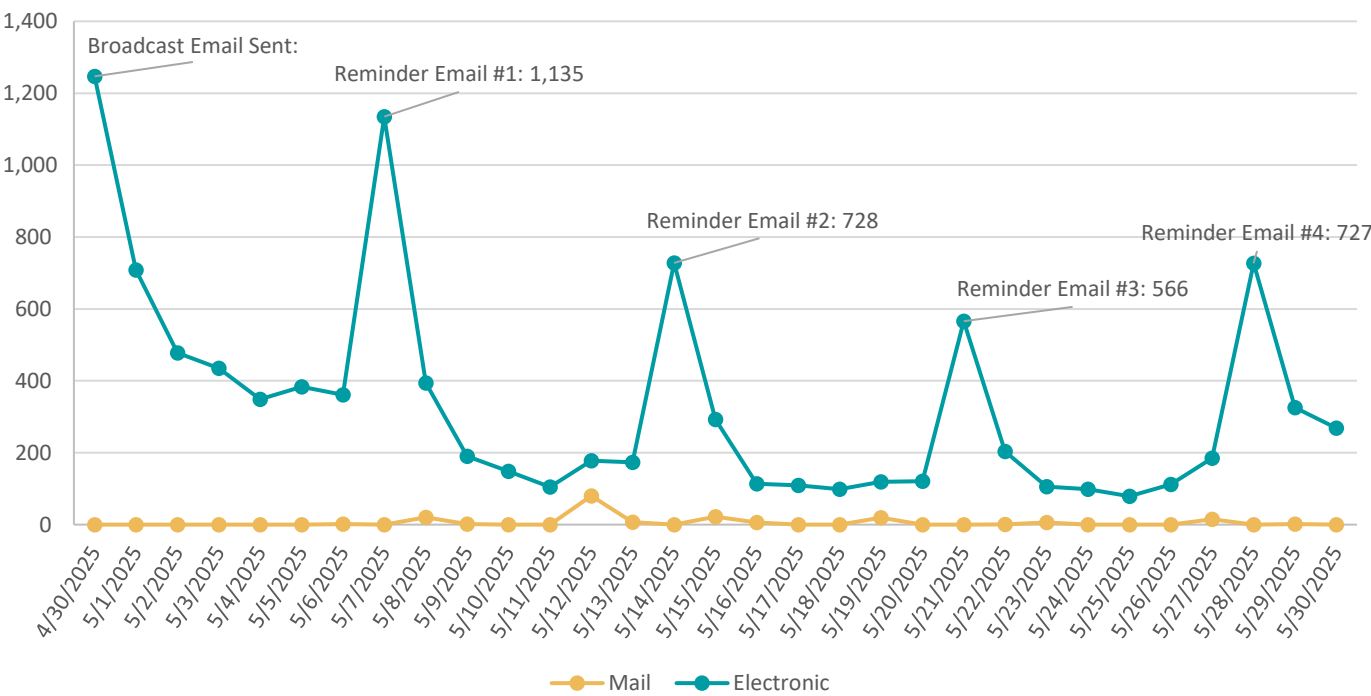
Bylaw Amendment #1 – Extend the timeframe for the Annual Meeting

Vote for: 1	Votes	Percent	
Yes	8,561	82.0%	DECISION
No	1,873	18.0%	
Total Valid Ballots:		10,434	
Total Unexercised:		281	
Total Invalid:		0	
Total Ballots Cast:		10,715	

Votes by Day – Paper & Electronic 2025 Election

Total Returned Ballots (*Note: 5/30/2025 does include the 90 Onsite Ballots cast by QR Code at Annual Meeting)

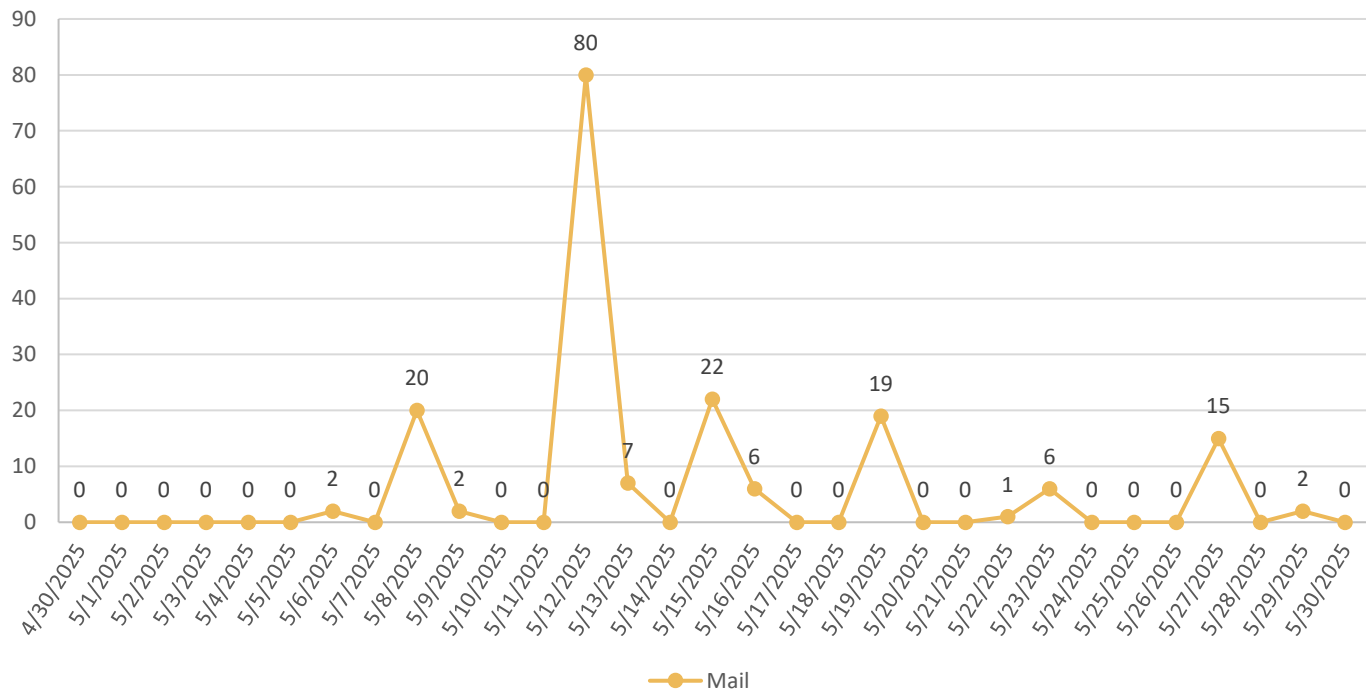
Paper Ballots = 175
Electronic Ballots = 10,450
Onsite Ballots = 90
Total Returned Ballots = 10,715



Votes by Day – Paper 2025 Election

Total Paper Returned Ballots

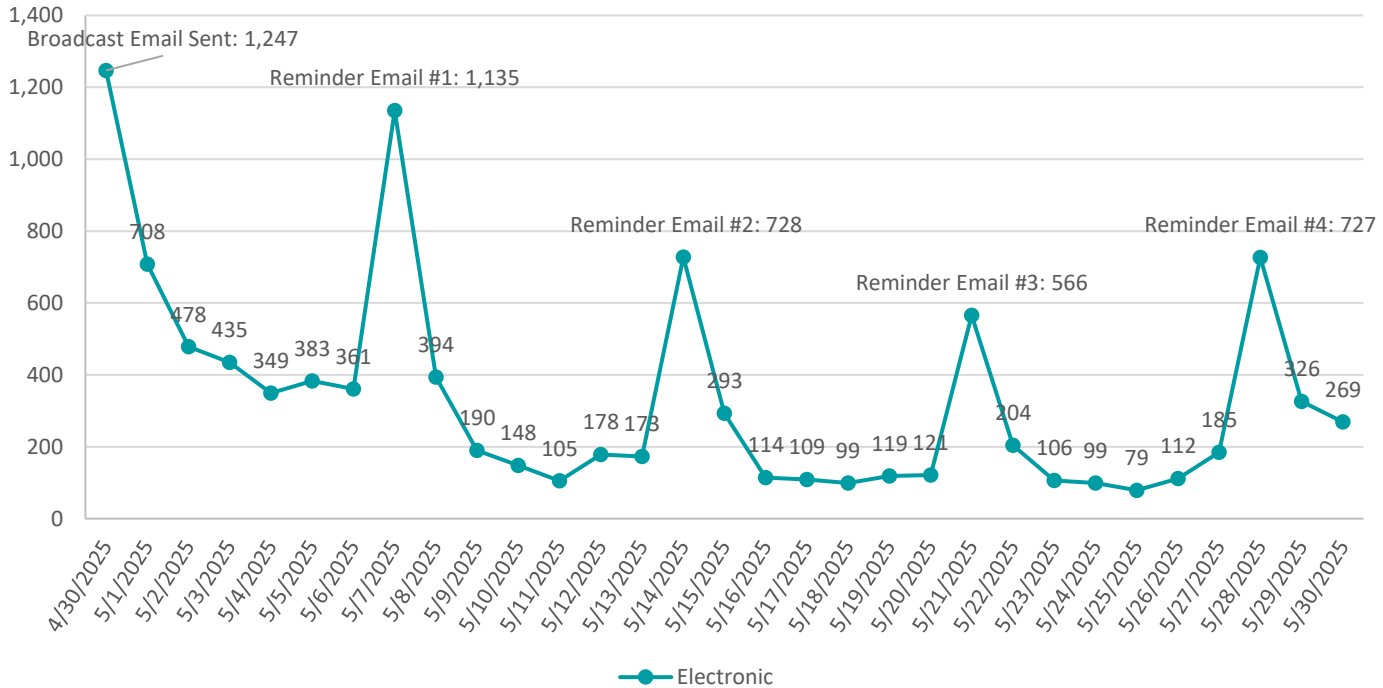
Paper Ballots = 175
Electronic Ballots = 10,450
Onsite Ballots = 90
Total Returned Ballots = 10,715



Votes by Day – Electronic 2025 Election

Total Electronic Returned Ballots

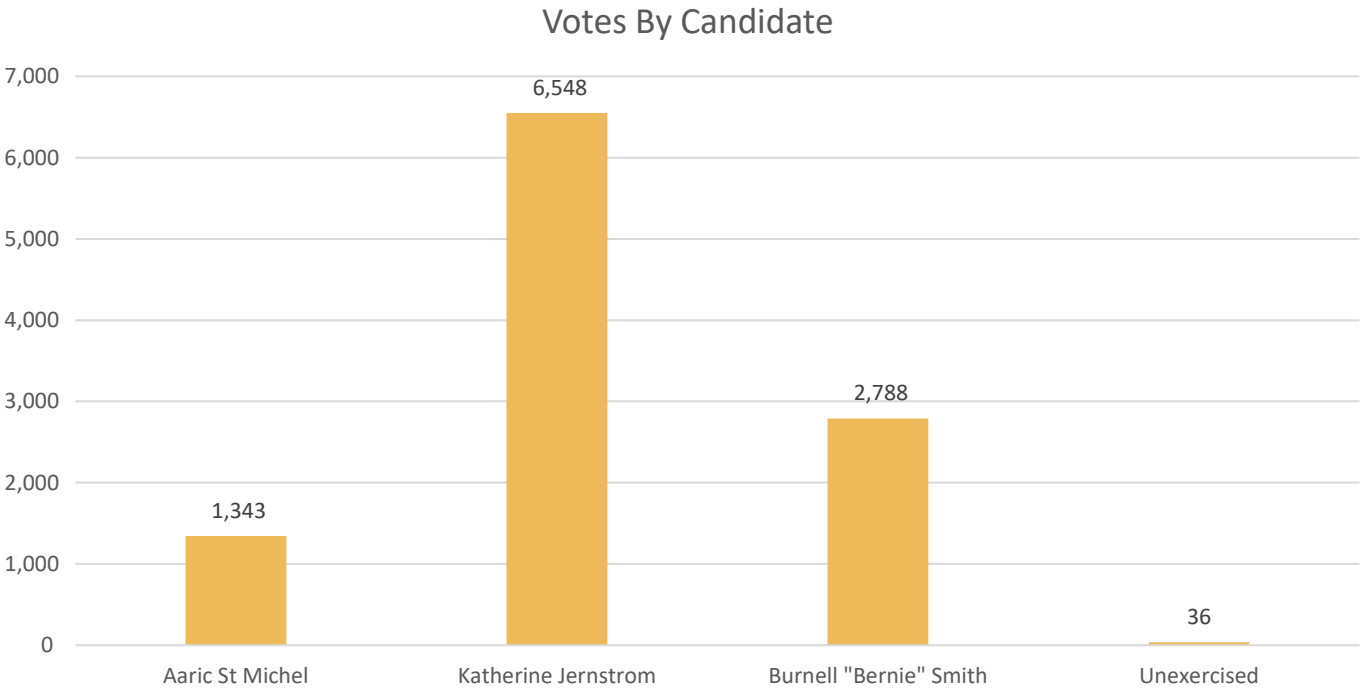
Paper Ballots = 175
Electronic Ballots = 10,450
Onsite Ballots = 90
Total Returned Ballots = 10,715



Votes by Candidate 2025 Election

DIRECTOR – Four year term

Aaric St Michel = 1,343 (12.6%)
Katherine Jernstrom = 6,548 (61.3%)
Burnell “Bernie” Smith = 2,788 (26.1%)
Total Valid Ballots = 10,679
Total Unexercised = 36
Total Ballots Cast = 10,715

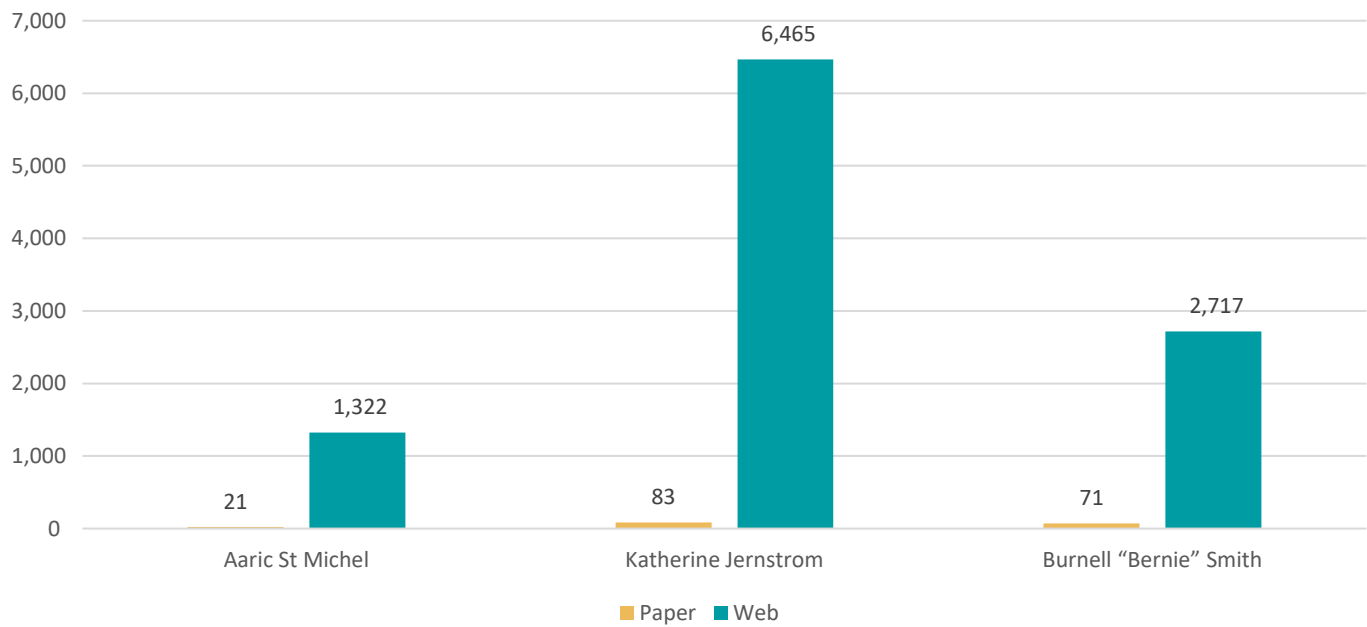


Votes by Candidate – Web vs Paper 2025 Election

DIRECTOR – Four year term

Aaric St Michel = 1,343
Katherine Jernstrom = 6,548
Burnell “Bernie” Smith = 2,788
Total Valid Ballots = 10,679
Total Unexercised = 36
Total Ballots Cast = 10,715

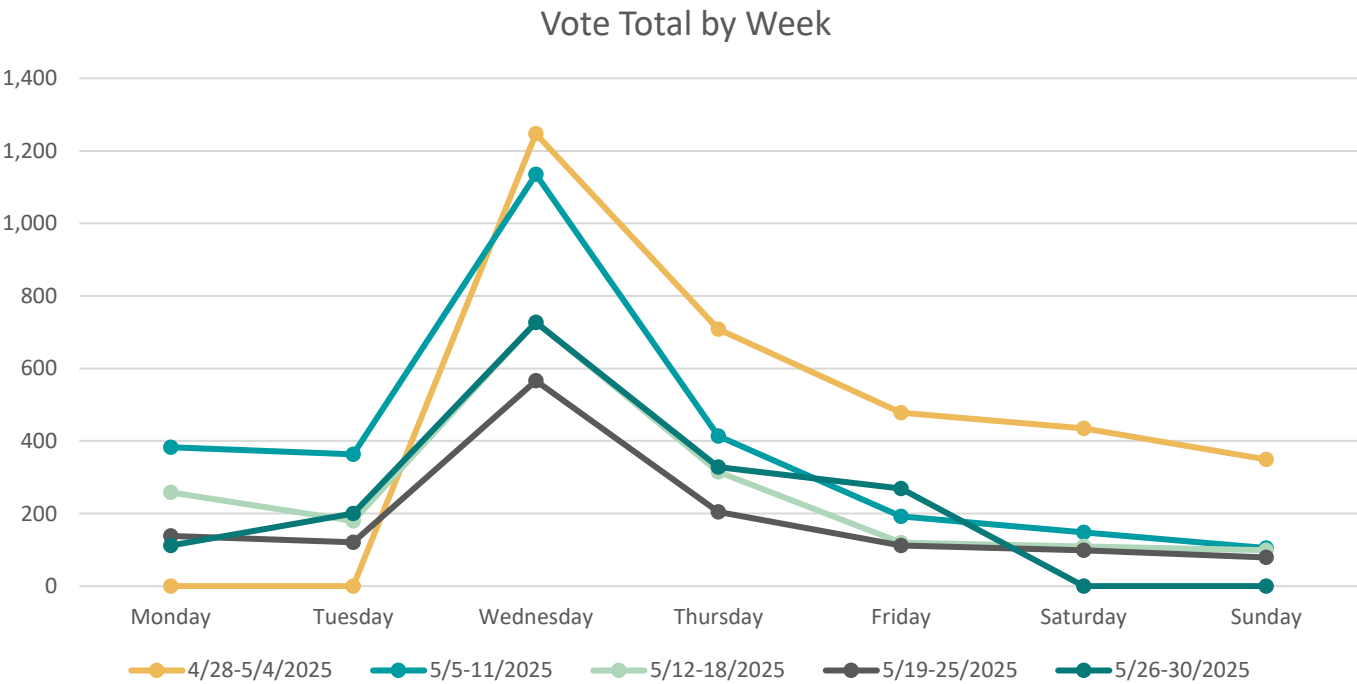
Votes by Candidate - Web vs Paper



Vote Total by Week 2025 Election

Daily Vote Totals by Week

4/28 – 5/4/2025= 3,217
5/5 – 11/2025= 2,740
5/12 – 18/2025= 1,809
5/19 – 25/2025= 1,320
5/26 – 30/2025= 1,636

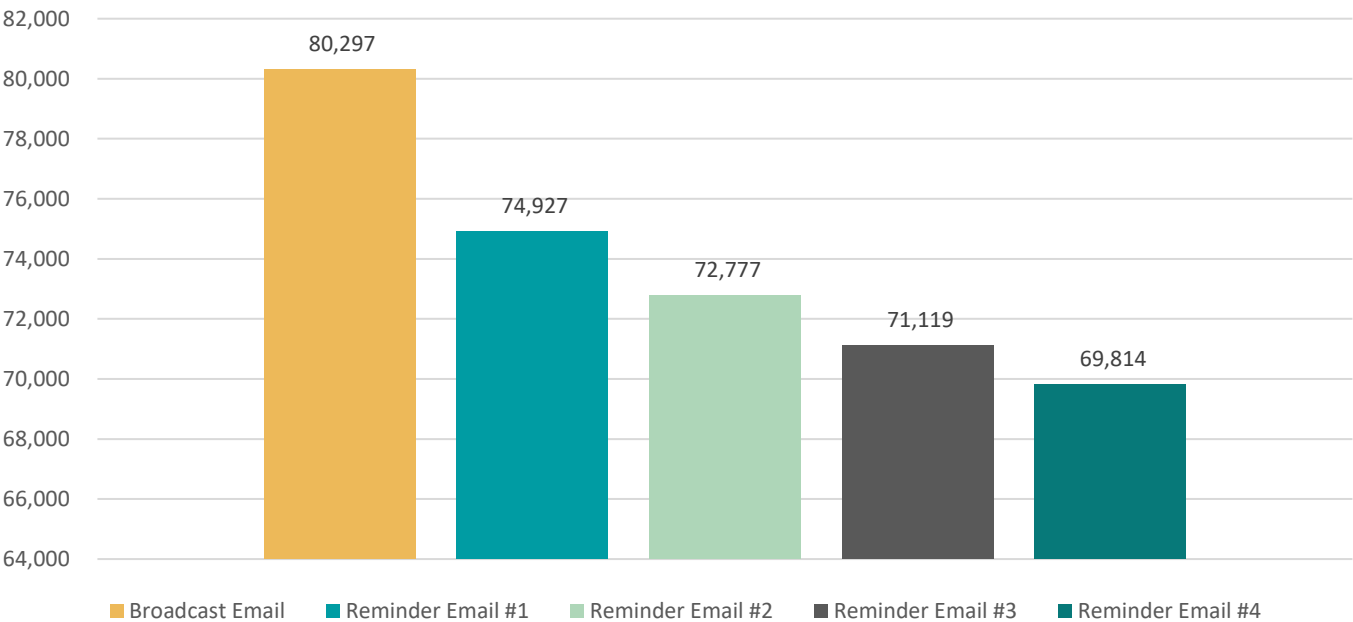


Email Breakdown Report 2025 Election

Broadcast and Reminder Emails

Broadcast Email = 80,297
Reminder Email #1 = 74,927
Reminder Email #2 = 72,777
Reminder Email #3 = 71,119
Reminder Email #4 = 69,814
Total Emails Sent = 368,934

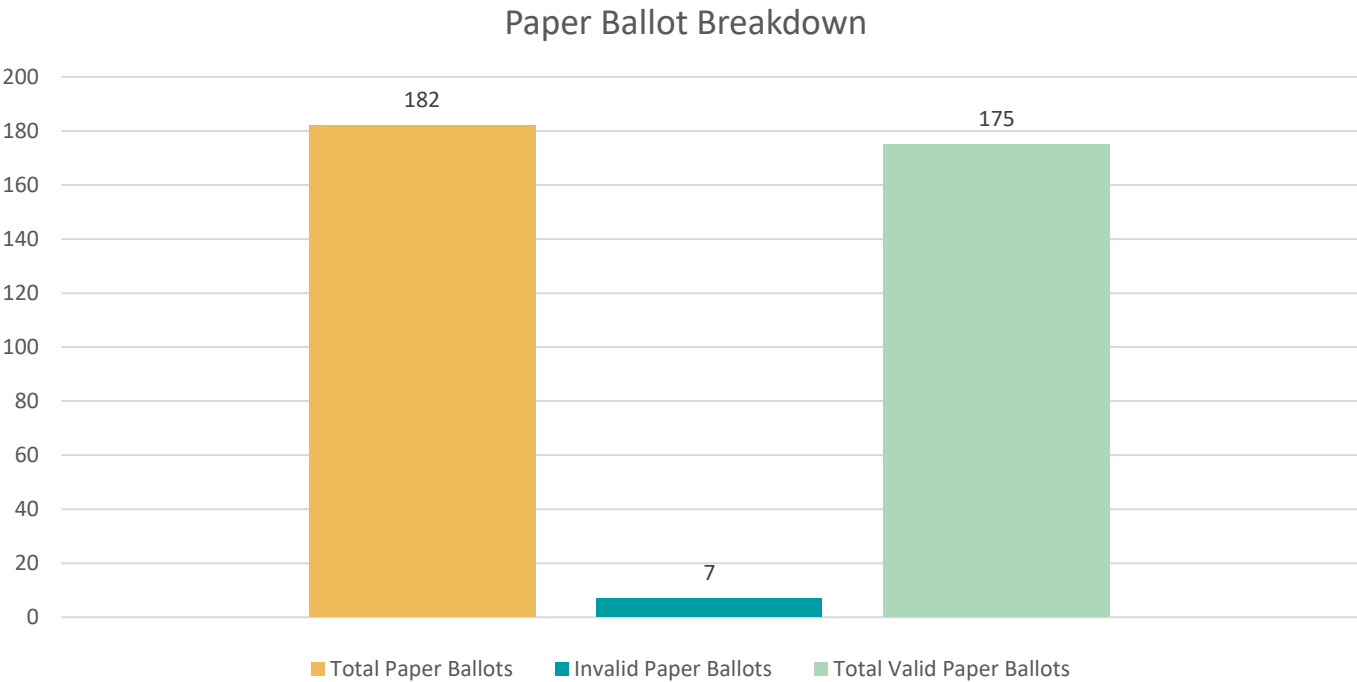
Email Breakdown Report



Paper Ballot Breakdown 2025 Election

Valid vs Invalid Paper Ballots

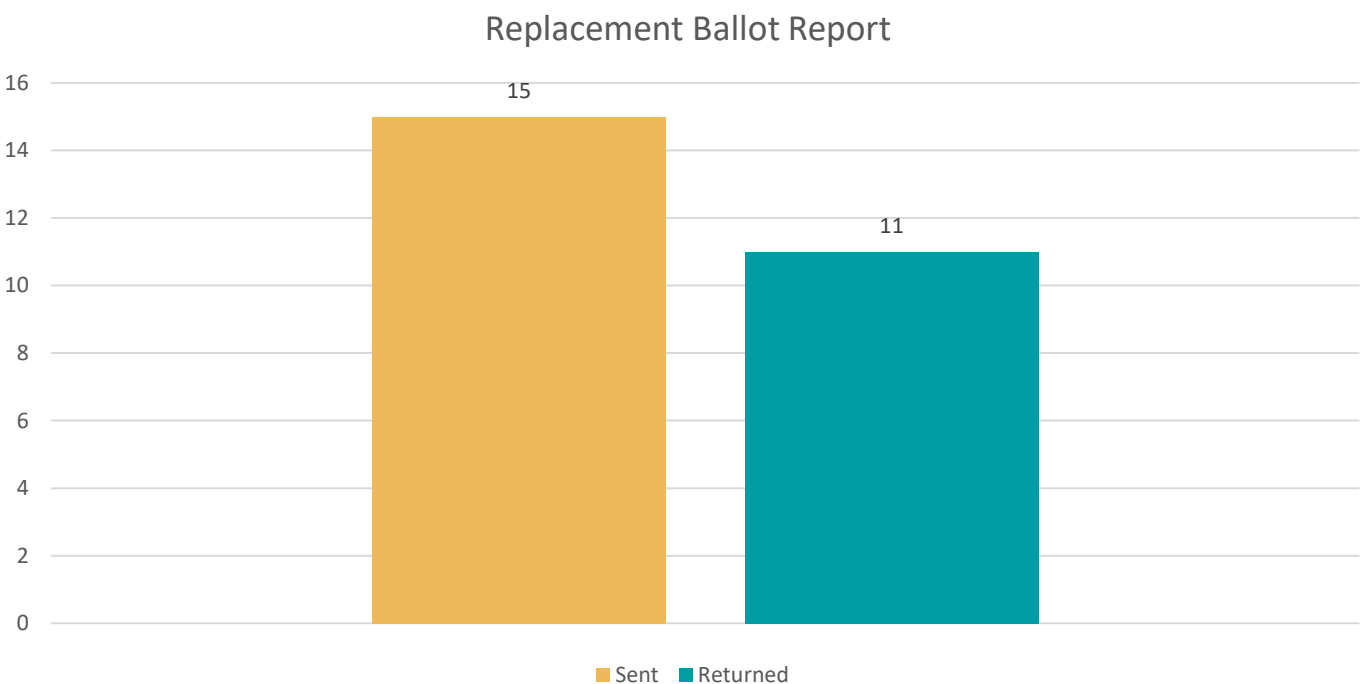
Total Paper Ballots = 182
Invalid Paper Ballots = 7 (all were no signature)
Total Valid Paper Ballots = 175



Replacement Ballot Report 2025 Election

Replacement Ballots

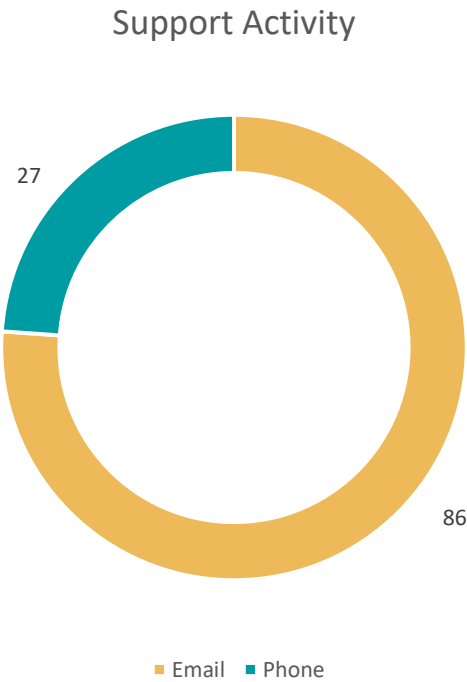
Replacement Ballots Sent = 15
Replacement Ballots Returned = 11
Percent Returned = 73.3%



Support Request Activity 2025 Election

Member Support Activity

Phone Calls = 27
Emails = 86
Total Support Requests = 113
Top Three Requests:
1. Resend Login Codes
2. Email Change Request
3. Replacement Ballot/Paper Request



Prize Drawing Winners

2025 Election

Prize Drawing Winners

<u>Prize Drawing Winners</u>	<u>Date</u>
ROBERT CUSICK	2-May
TYLER LEE KATZMAR	2-May
ELINOR GREGORY	9-May
ALAN V HIGGINBOTHAM	9-May
CATHERINE ROGNESS	16-May
ROBERT F JASMER	16-May
TAMMI L LINDSEY	16-May
LYNN ELISE ARMSTRONG	23-May
CORINNE VANVECKHOVEN	23-May
ELLEN PARRY JAIMES	23-May
KEVIN JOSEPH NOBILING	30-May
CORY C MCCOTTER	30-May

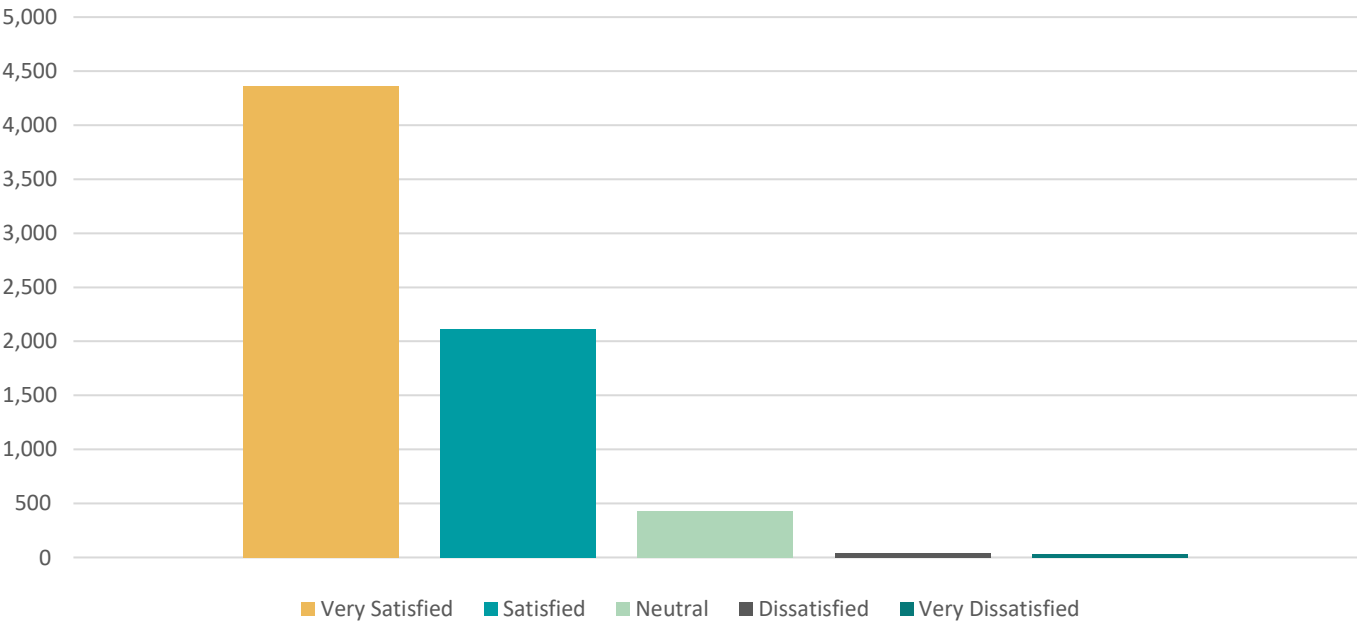
Chugach Electric Association
2025 Election

Rating	Count	Percent	Count	Percent
VERY SATISFIED	4,365	41.8%	4,365	62.6%
SATISFIED	2,114	20.2%	2,114	30.3%
NEUTRAL	432	4.1%	432	6.2%
DISSATISFIED	38	0.4%	38	0.5%
VERY DISSATISFIED	28	0.3%	28	0.4%
NO COMMENT	3,473	33.2%		
TOTAL	10,450	100.0%	6,977	100.0%

Cumulative Breakdown:
(Less "No Comment")

	Count	Percent
Very Satisfied or Satisfied	6,479	92.9%
Dissatisfied or Very Dissatisfied	66	0.9%

DirectVote Satisfaction Rating





Business Development Report

Second Quarter 2025

This quarterly report provides updates on the activities and deliverables identified in the Business Development Plan. The 2024-2025 Business Development Plan identifies 18 programs clustered into the following 4 portfolios with an overarching focus on communicating information and programs with members as the programs develop and are implemented. This report is organized into the four portfolio areas.

1. Electrify Transportation
2. Electrify Heating
3. Provide Member Choices
4. Pursue Community and Business Development

Electrify Transportation

EV Load Growth

The number of electric vehicles (EVs) within the Municipality of Anchorage and Chugach service area continues to see steady growth and is a meaningful source of new energy sales. EV charging within the Chugach service area reached approximately 450 MWh per month in May, representing the total of all charging measured at public charging stations and estimated consumption at residential service locations. Approximately 95% of all EV charging within the Chugach service area continues to take place at home.

Demand for public charging continues to increase and the level of activity observed at the Chugach headquarters DC fast charging site is growing steadily. The two other DC fast charging sites in Anchorage continue to experience similarly high use and indicate that new EVs continue to enter the local market.

The Chugach HQ site averages approximately six unique charging sessions per day, and a daily average of over 240 kWh per day for 2025. The average charging session lasts approximately 28 minutes and delivers 40 kWh of electricity. Charging data indicates a general trend towards larger EVs consuming more electricity per charging session due to increasing availability of larger three-row electric SUVs and electric pickup trucks.

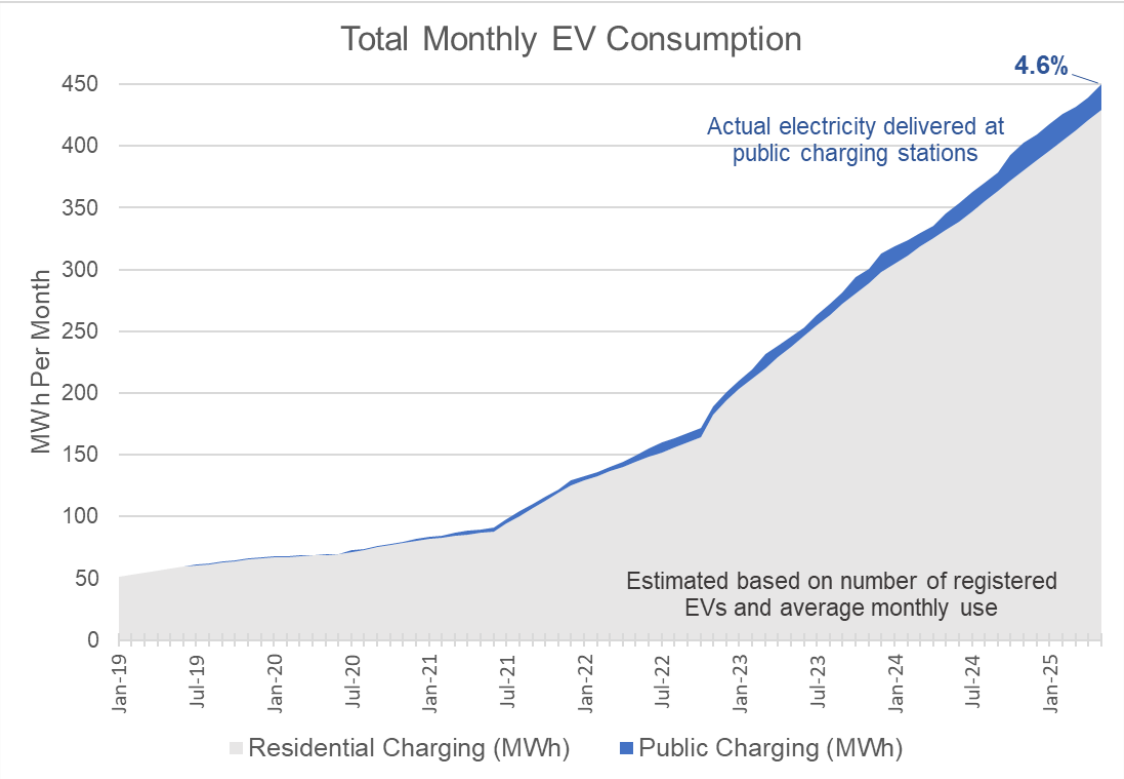


Figure 1: Total monthly EV charging activity based on actual public and estimated residential consumption.

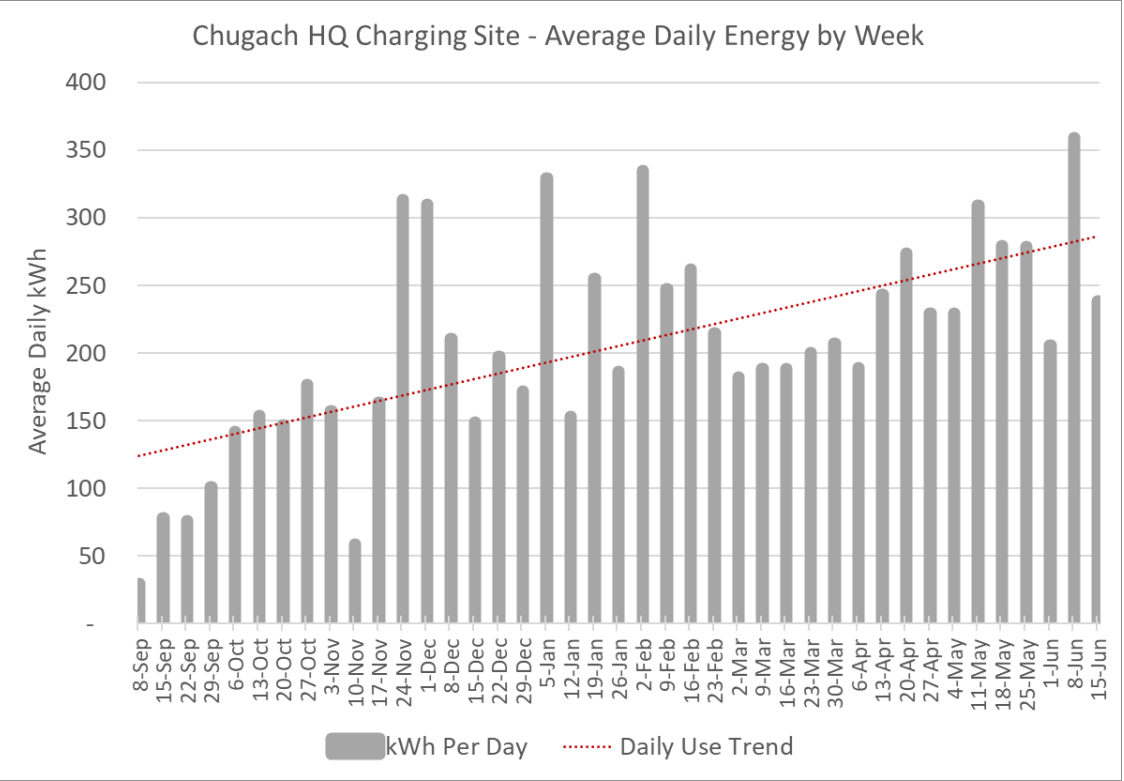


Figure 2: Average electricity delivered per day at the Chugach HQ fast charging site since opening.

Long-range EV load growth projections are also being considered in Chugach's 2025 Integrated Resource Plan that is currently in development. Multiple load growth scenarios are being evaluated and indicate that EVs alone may represent approximately 10% of all retail energy sales by 2040 and continue to grow into the future.

Managed EV Charging Program

Chugach is developing an EV charging program that encourages intelligent EV charging activity. The program will provide an incentive for members who charge their EVs during preferred off-peak hours and times that reduce congestion on the distribution system. The managed EV charging program will complement the Time of Use (TOU) rate pilot program launching in 2026 and is different from the TOU pilot, as it allows flexibility in the preferred off-peak hours that will enable Chugach to address specific areas of congestion on the distribution system. Managed EV charging will help reduce peak EV charging loads by spreading them across overnight hours, or periods of high production from distributed rooftop solar. The managed EV charging program is intended to support system reliability, provide value to members, inform future rate design, and positively shape load growth by encouraging smart EV charging behavior. The managed EV charging program is expected to launch in Q3 2025, pending internal resource availability.

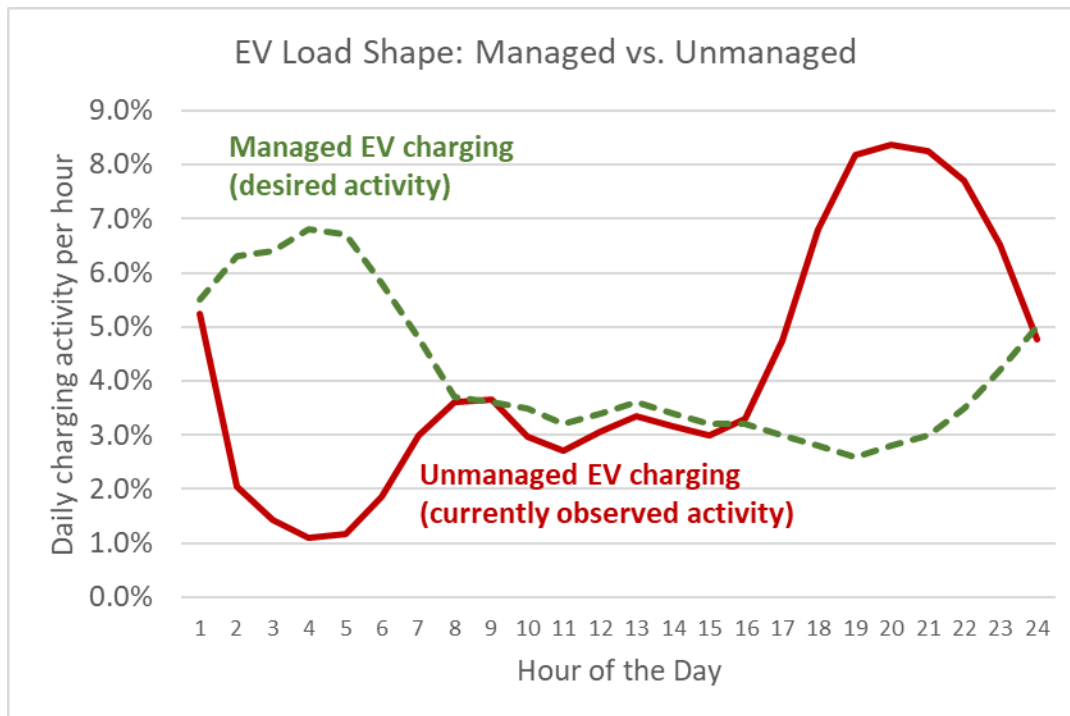


Figure 3: Generalized example of daily EV charging loads with managed vs. unmanaged charging.

Provide Member Choices

Community Solar Program

The community solar site located at Retherford substation is nearing completion with interconnection and testing anticipated by the beginning of July. Member enrollment for the Community Solar Program opened on April 1 and surpassed available capacity by the close of the enrollment period on May 15. A total of 260 Chugach members subscribed to the program to receive a portion of the energy produced by the 1,560 solar panels at the site. The strong interest from members required Chugach to use a random lottery system to enroll participants, resulting in 100% enrollment of available solar capacity, and a waitlist of approximately 45 members who were not selected in the initial drawing. Chugach will offer waitlisted members the opportunity to enroll as panels become available in the future. The waitlist will operate on a first-come first-served basis as panels become available. Members can still join the waitlist through Chugach's website.



Figure 4: Photo from the Community Solar Site taken in May 2025.

Time of Use Rate

Chugach is preparing for the TOU rate pilot program expected to launch in January of 2026. The TOU pilot was approved by the Regulatory Commission of Alaska in Chugach's last rate case but requires deployment of Chugach's new customer information system to appropriately bill the new multi-part rate structure. The approved rate will be a two-part rate with peak hours from 9

a.m. to 9 p.m., and off-peak hours from 9 p.m. to 9 a.m.. The anticipated residential TOU rate will be approximately \$0.05 per kWh higher during peak hours and approximately \$0.05 per kWh lower during off-peak hours compared to existing residential rates. The TOU pilot program will initially be available to 500 residential and 500 small commercial members.

Community and Business Development

Seeking Data Centers to Support Load Growth and Affordable Rates

The business development team has been working to attract new industrial loads to the service area, focusing mostly on data centers to maximize use of Chugach's available generating capacity. Chugach has about 30 MW of available capacity on highly efficient combined cycle generation, and significantly more capacity using available peaking plants and existing transmission. Data centers provide an excellent opportunity to increase energy sales to maximize use of Chugach's existing facilities and reduce rates for all members. The opportunity for demand response and flexibility from data centers may further increase the potential value to the Chugach system.

In the second quarter, Chugach disseminated a pitch deck to many data center developers and partners including the Governor's office, legislators, leadership at the Municipality of Anchorage, telecom partners (ACS, GCI and MTA), AIDEA, Alaska Energy Authority, Anchorage Economic Development Corporation, and others.

Chugach has begun discussions with several data center developers and is supporting analysis to identify locations and initial interconnection terms. The terms Chugach is seeking must be financially beneficial to current members, both for the near term and long term. Chugach is exploring a variety of flexibility options to allow the data centers to fit within existing capacity (e.g. more capacity at night and during shoulder and summer months). Additionally, Chugach is seeking to share the services from a battery system located at the data center to reduce the cost and scale of Chugach's own investment in future battery energy storage systems. Chugach has also proposed to lease or sell Chugach's north campus buildings and land to data centers once Chugach vacates the facilities later in 2025. One developer is interested and is exploring the options in greater detail.

As the Lower 48 electric utilities become oversaturated with data center growth, Alaskan utilities are experiencing increased interest from data center developers. There are several advantages to data centers developing in Alaska. The cold climate will reduce electric costs associated with cooling, possibly saving one third of their electric bill. U.S. flagged data centers that are physically separated from lower 48 grids provide a unique redundancy benefit. Due to Alaska's geographic location, the latency between Alaska and Asia is comparable or better than other data hubs in the central and eastern states. For example, the latency to the ACS hub in Oregon is approximately 25 milliseconds, which is long for certain data center uses, and makes an Alaska location with a lower latency a more attractive location for some purposes.

The BD team will continue to work with Regulatory, Engineering, Generation, Fuel Supply, Resource Planning, Decarbonization, and other teams across Chugach to ensure successful data center deployments in the coming years.



Figure 5: Chugach North Campus facilities for potential consideration for data center development.

Chugach Solar Projects

The rooftop solar system on the new Chugach One Campus building is installed and awaiting interconnection once the facility is complete. This new solar system will have an installed capacity of 165 kW AC and will help power the building and reduce house power loads. This solar system is currently the largest rooftop solar system in the state of Alaska.

Two solar projects installed at the Sullivan and SPP power plants in late 2024 are continuing to operate successfully and reduce the station service for the respective power plants. The two projects are each 75 kW AC but have different orientations to maximize available space at each site. The solar project at the Sullivan plant is a traditional ground-mount system that shows strong performance during the typical solar season. The solar project at SPP is a vertical-mount system and shows strong performance during the shoulder seasons when the sun angle is lower. Both systems represent effective designs with distinct generation characteristics throughout the year.



Figure 6: New Chugach One Campus building with rooftop solar system.

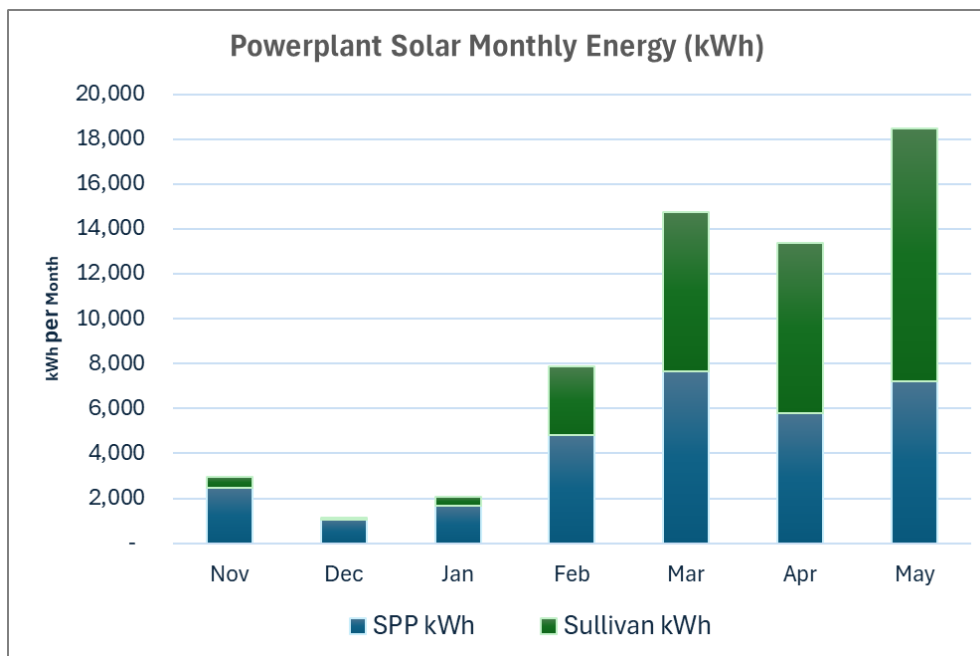


Figure 7: Chugach power plan solar projects and lifetime production through May 2025.

Building Permit Applications

Through May 2025, the total year-to-date value of permit applications was approximately 42 percent higher than the same period in 2024. The estimated value of permit applications of all types through May was \$295 million, compared to \$209 million for the same period in 2024. The applications include both alterations and new construction in the residential, commercial and government sectors.

New Commercial Construction



Figure 8. Construction continues for at the new Kendall Ford location near the corner of 100th Ave and C St.



Figure 9. Construction continues for a new Courtyard Marriott in Midtown along C Street. The hotel is expected to feature 141 beds and open in spring of 2026.



Figure 10. Construction continues for a new skilled nursing facility at the Alaska Native Medical Center campus. The \$70M facility is located on the ANMC campus and will feature 80 beds as part of the 92,000 square-foot facility.



Figure 11. Construction continues for a new emergency medical facility at the Alaska Native Medical Center campus near the corner of Tudor and Elmore Rd. The \$257M facility will expand the services available at ANMC.



Figure 12. Construction has begun for a new cargo facility at the Anchorage International Airport south of FedEx.



Figure 13. Construction has begun for a new Three Bears store in Cooper Landing near Sunshine corner. The complex will also host other types of development including lodging and gas station.

Contract Increase Hawk Consultants LLC

**Regular Board Meeting
June 25, 2025**

Existing Contract Breakdown

Task Order	Description	Amount	Department
1	Project Management Support	\$ 1,123,146	Engineering
2	Project Controls Support	\$ 611,854	Engineering
3	Project Management and Analysis Support	\$ 262,000	System Control
		\$ 1,997,000	

Requested Contract Breakdown

Task Order	Description	Amount	Department
1	Project Management Support	\$ 1,350,000	Engineering
2	Project Controls Support	\$ 750,000	Engineering
3	Project Management and Analysis Support	\$ 262,000	System Control
4	Project Management IT Support	\$ 160,000	Information Technology
		\$ 2,522,000	

Increase Justification

- Contract was extended to a 2-year term
 - Process is to roll contracts with a New NTE yearly
 - Shifted to align with ongoing projects
- Providing support for:
 - Project Management and Cost Controls for Major Projects Including:
 - International BESS
 - Girdwood to Indian Transmission Line Rebuild
 - Soldotna-Sterling-Quartz Transmission Line Rebuild
 - Daves Creek to Summit Transmission Line Rebuild
 - Latouche Substation Control Enclosure
 - Campbell Lake Substation Rebuild
 - IT Reporting Support
 - Cayenta ERP Project Management Support

CHUGACH ELECTRIC ASSOCIATION, INC.
Anchorage, Alaska

REGULAR BOARD OF DIRECTORS' MEETING
AGENDA ITEM SUMMARY

June 25, 2025

ACTION REQUIRED

AGENDA ITEM NO. VII.B.

☐ Information Only
☒ Motion
☐ Resolution
☐ Executive Session
☐ Other

TOPIC

2024-2025 Contract Increase for Hawk Consultants LLC

DISCUSSION

The 2024-2025 Hawk Consultants LLC contract provides critical project management and cost control support for multiple capital projects, including, but not limited to, the International Battery Energy Storage System, the Girdwood to Indian Transmission Line Rebuild, the Soldotna-Sterling-Quartz Transmission Line Rebuild, Information Technology Reporting, the Cayenta Enterprise Resource Planning Project, and the Information Technology Cognos Reporting Project.

Due to the capital project workload and the additional requirement to support initiatives within the Information Technology department, increased funding is necessary to complete active projects. This amendment includes an increase of \$525,000 to the contract Not-To-Exceed (NTE) amount to ensure continuity in these projects.

The current motion increases the NTE amount to continue funding the contract through the end of 2025 and supports project efforts included in the 2025 Operating and Capital Budget, approved on December 11, 2024.

MOTION

Move that the Board of Directors authorizes the Chief Executive Officer to increase the 2024-2025 Hawk Consultants LLC contract not to exceed value to \$2,522,000.

Executive Session Motion
(Financial, Legal and Personnel)
June 25, 2025

Chugach Electric Association, Inc.
Regular Board of Directors' Meeting

Agenda Item X.

Move that pursuant to Alaska Statute 10.25.175(c)(1), (3) and (4), the Board of Directors go into executive session to: 1) discuss and receive reports regarding matters the immediate knowledge of which would clearly have an adverse effect on the finances of the cooperative; 2) discuss with its attorneys matters the immediate knowledge of which could have an adverse effect on the legal position of the cooperative; and 3) discuss personnel matters.

Chugach Electric Association, Inc.
Anchorage, Alaska

Summary of Executive Session Topics for
Regular Board of Directors' Meeting on June 25, 2025
Agenda Item X.

- A. Discussion of confidential and sensitive information regarding Bradley Lake RECs, public disclosure of which could have an adverse effect on the finances and legal position of the Association. (AS 10.25.175(c)(1) and (3))
- B. Discussion of confidential and sensitive information regarding the HERE Contract, public disclosure of which could have an adverse effect on the personnel, finances, and legal position of the Association. (AS 10.25.175(c)(1), (3) and (4))
- C. Discussion of confidential and sensitive information regarding HR matters, public disclosure of which could have an adverse effect on the personnel, finances, and legal position of the Association. (AS 10.25.175(c)(1), (3) and (4))