

MINUTES

TEC Board of Directors Meeting
February 17, 2026, 3:00 P.M. – 5:17 P.M.
TEC Administration Building
45715 SE 140th Street, North Bend, WA

A meeting of the Board of Directors of Tanner Electric Cooperative was held on February 17, 2026, at the TEC Administration Building in North Bend, Washington.

In Person: Dutch Siedentopf, Steve Duppenenthaler, Roger Guay, Carol Paschal, and John Saatela. Steven Walter, Nick Himebauch, Kevin Burns, Lisa Peabody

Virtual Attendance: Malcolm Lybeck, David Cook

1. CALL TO ORDER

Board President Malcolm Lybeck called the TEC Board of Directors meeting to order at 3:00 p.m.

A. Roll Call - Malcolm Lybeck

Roll Call was taken, and Director Steve Nicholes and Kristina Michael were absent.

B. Establish a Quorum - Malcolm Lybeck

A Quorum was established.

C. Approval of the TEC Board Meeting Agenda - Action Item

Motion: Dutch Siedentopf moved to approve the TEC Board of Directors' meeting agenda on February 17, 2026, as presented. Carol Paschal seconded the motion, and it passed unanimously by a voice vote of all Directors in attendance.

D. Board President's Remarks - Malcolm Lybeck

Mr. Lybeck extended a formal welcome to the Directors, staff members, and TEC General Counsel David Cook.

2. CONSENT AGENDA ITEMS – Action Item

- January '26 Checks & ACH List January '26 Arrears
- January '26 New Construction/New Memberships
- January '26 Outage Reports
- January '26 Board Meeting Minutes
- Estate Retirement

Motion: Roger Guay moved to receive and file the consent agenda items as presented on February 17, 2026. Steve Duppenthaler seconded the motion, and it passed unanimously by a voice vote of all Directors in attendance.

3. UNFINISHED BUSINESS

A. Board Policy Review

- 1) Board Policy 107- Emergency Succession and Workforce Planning
- 2) Board Policy 108 - Authority of the Chief Executive Officer and Redelelegation of Such Authority
- 3) **Motion:** Malcolm Lybeck moved to accept and approve the revised TEC Board Policies 107 & 108. Roger Guay seconded the motion, and it passed unanimously by a voice vote of all Directors in attendance.

4) Executive Session

The TEC Board meeting was suspended by the Board President at 3:20 p.m. and resumed the regular meeting at 3:40 p.m.

B. Strategic Planning Update

- 1) The CEO updated the Board on progress toward Strategic Goal No. 1: developing and maintaining a skilled, prepared, and motivated workforce. His report included a detailed action plan for each of the six objectives under this goal. Each plan includes key steps, responsible parties, timelines, resources needed, and success metrics.

4. REPORTS

A. Director of Finance - Kevin Burns

- January '26 Balance Sheet
- January '26 Equity to Assets Ratio History Long Term Debt History 2022-2025
- January '26 Consolidated Income Statement
- Long Term Debt History
- Electric Sales- Revenue & kWh Power Cost History
- January '26 Income Statement

Motion: Carol Pachal moved to receive and file the January 2026 financial reports as presented. Dutch Siedentopf seconded the motion, and it passed unanimously by a voice vote of all Directors in attendance.

B. CEO - Steven Walter

- Washington State Legislative Session Update
- Upcoming Visits to Capitol Hill in Olympia
- 2026 ASCI Member Survey

C. Director of Operations - Nick Himebauch

- Mr. Himebauch submitted a detailed written report to the Board, which was distributed as an attachment to the agenda. His report included updates on key operation projects and engineering.
- During the meeting, he discussed the 2026 work plan, the newly hired operations employees, upcoming IBEW union contract negotiations, the recent drone inspections on the island, and crew safety.

D. Committee Reports

1) Finance & Audit - John Saatela

The committee will be meeting in March.

2) New Technology and Conservation - Roger Guay

Mr. Guay reported that a utility-scale battery energy storage system is being proposed in unincorporated King County near Snoqualmie. The project is designed to enhance grid reliability.

3) Personnel - Malcolm Lybeck

The committee is meeting online to interview two potential members to fill a vacancy on the Board to represent Anderson Island.

4) Youth Development -Dutch Siedentopf

Mr. Siedentopf informed the Board that the committee is working on some updates to the TEC High School scholarship application.

5) 90th Annual Meeting – Malcolm Lybeck

The planning committee is continuing its planning to discuss dates, venues, and activities for the annual meetings in July.

5. OTHER REPORTS

A. Area Director Reports

Each Director was allowed to report any concerns in their respective service areas to the Board and TEC staff. Comments that required action were noted, and operations will follow up on them.

B. General Counsel's Report – David Cook

Nothing to report.

6. NEW BUSINESS

- A.** The Board President reminded the Directors that Robert Carr and Darrin Lynch from CFC are scheduled to come to the TEC office on April 30th to lead an area equity discussion and a Board Self-Evaluation Session at the North Bend office.

7. ADJOURN MEETING

Having no further business, Board President, Malcom Lybeck, adjourned the TEC February 2026 Board of Directors' meeting at 5:17 p.m.