

Kodiak Electric Association, Inc.

Member Handbook



Your Locally Owned and Operated
Electric Cooperative
Proudly Serving You Since 1941

Updated April of 2025

Table of Contents

KEA Executive Message	1
Mission Statement.....	1
Vision Statement.....	1
Welcome	2
Here's What You Need to Join.....	3
What Your Membership Means.....	3
Who We Are	3
Payment Options & Office Hours.....	4
SmartHub.....	4
Scholarship Program.....	5
Avoid Downed Power Lines.....	5
In Case of Power Interruption.....	6
In-Home Life Support.....	7
Planning Ahead Could Save a Life.....	7
Call Before You Dig.....	7
Electrical Safety & You	7
Power Reconnection Safety	8
Meter Access.....	8
Tree Control	9
Public Safety Policy	10
Bylaws.....	11
Statement of Nondiscrimination	25
The Seven Cooperative Principles.....	26
Contacting KEA.....	27

KEA Executive Message

Welcome to your cooperative. Unlike most other companies, Kodiak Electric Association, Inc. (KEA) was formed and is owned entirely by you and the other members we serve. Our purpose is not to maximize profits for shareholders – we are a not-for-profit organization.

Our mission is to supply reliable electric service to our members at the lowest possible cost consistent with sound business practices. We exist for the long-term benefit of our members. We value your input so please call on board members, management, and employees when you see new opportunities in which we can add value to our system or services. KEA really is **your** company.



Michael Brechan
Board Chairman



Dan Menth
President/CEO

Mission Statement

Kodiak Electric Association is committed to providing safe, reliable energy and a high level of service excellence to enhance the quality of life of its members and of the community.

Adopted December 27, 1995

Revised February 19, 1999

Vision Statement

KEA shall endeavor to maintain 98% of energy sales with cost effective renewable power solutions for the future of our members and the community.

Adopted February 23, 2007

Revised January 26, 2017

Welcome to Kodiak Electric Association, Inc.

KEA is guided by a nine-member elected Board of Directors and managed by President/CEO Dan Menth.

It is a pleasure for your board of directors, management, and employees to work with our community. Together we have the power to make a difference.



2025-2026 Board of Directors

Chairman Michael Brechan, Vice Chairman Ron Acarregui,
Secretary/Treasurer Stosh Anderson, Cliff Davidson, Linda Freed,
Meghan Kelly, Tyler Kornelis, Ben Millstein, and Matt Moir.

Here's What You Need to Join

To establish an account, you'll need to bring photo identification, \$25 for a record fee, and choose whether you would like to enroll in prepaid billing or traditional billing. If you choose to enroll in prepaid billing, you will need to put a minimum credit of \$25 on your account to begin service. If you choose to enroll in traditional billing, you will need to pay a deposit that is based on a three-month average for the residence in which you will be living. You can also begin the process by clicking "Start New Service" on our website at www.kodiakelectric.com.

What Your Membership Means



Kodiak Electric Association, Inc. (KEA) is more than an electric utility company - it is a not-for-profit cooperative. You are more than a customer; you are a member and part-owner of the cooperative, making you an essential part of the cooperative's democratic process. We encourage you to attend KEA's Annual Membership Meeting, vote on proposed bylaw changes, and elect representatives to serve on the KEA Board of Directors.

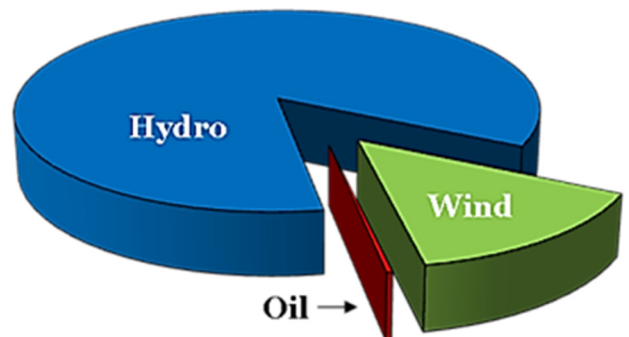
As a member of the cooperative, you share in any margins called capital credits.

Every year, you will be notified of the amount of capital credits allocated to you. This figure is based on your energy usage during the year.

Who We Are

KEA is a generation, transmission, and distribution electric cooperative serving the City of Kodiak, Chiniak, Pasagshak, and the Port Lions area. KEA also serves the United States Coast Guard Base Kodiak.

KEA utilizes approximately 81% renewable hydroelectric power, 1% diesel power, and 18% wind power to supply our membership's electricity needs.



Payment Options & Office Hours

KEA is pleased to offer our members a choice of payment options.

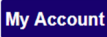
KEA offers credit and debit card payments of your electric bill online, on our app, at our kiosk, or over the phone by calling 1-844-963-2860. Enroll for autopay online, through SmartHub, or over the phone by calling 1-844-963-2860.



Payments may be mailed using a check, money order, or cashier's check. Our winter hours are 8:30 a.m. to 5:00 p.m., Monday through Friday. Our summer hours are 7:30 a.m. to 5:30 p.m., Monday through Thursday. A drop box is available outside our office at 1614 Mill Bay Road if you need to drop off your payment after hours.

We are closed in observance of New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, and Christmas Day.

SmartHub

By using SmartHub, you'll have access to information twenty-four hours a day, seven days a week, allowing you to pay monthly bills in a secure environment, quickly, easily, and at your convenience! To sign up, visit KEA's website at www.kodiakelectric.com, click  then "Sign up to access our Self Service site".

You'll still have access to all the detail usage and cost information the paper bill contains, plus some additional features like automatic e-mail notification when a new bill has been generated, viewing historical billing, payment and usage history, and of course, access to pay your bill online. Make managing your finances that much easier by controlling exactly when you make a payment.



Also available is the free app for your smartphone or tablet. Download it by searching for "SmartHub" on the Apple Store or Google Play. Once open, type in Kodiak Electric Association and use the login information from your SmartHub account. It's that easy!

Scholarship Program

To support local students, we encourage members to round up the change on their electric bill to the next highest dollar, with the money going into KEA's scholarship fund. Each month, members who wish to participate allow KEA to automatically round up their electric bills to the next highest dollar amount. For example, if your bill is \$78.42, it would be rounded up to \$79.00, making that month's contribution 58 cents.

The extra change is put in the KEA Operation Round Up® Fund. The maximum contribution is 99 cents per month for 12 months, or \$11.88. It doesn't seem like much, but it adds up. If half of KEA's meters are included in the program, an estimated annual contribution to Operation Round Up® Fund would be \$18,000.



You can also donate your Capital Credit Retirements to the scholarship program. If you are interested in participating, contact KEA Member Services at (907)486-7700, Option 3.

We can't avoid downed power lines caused by storms or accidents, but you should!

The weather in Kodiak can change in a moment. Your cooperative is ready for these changes. However, no matter how well we prepare, we cannot avoid downed power lines caused by storms.



Hours of freezing rain can snap a power line without warning. Snow-laden trees can fall, taking several lines down with them. Strong winds can break pole top hardware and poles.

If you spot a downed power line, **STAY AWAY** from it. Never assume that the line is not energized. Touching the wire could be a deadly mistake. Call us immediately at (907)486-7700 and keep people away from the line. We will repair it and restore power as quickly as possible – rain, snow, day, or night!

In Case of Power Interruption

It doesn't happen often, but there are times when your electric service may be interrupted.

Most power interruptions occur because of severe weather conditions, fallen trees, traffic accidents, animals, or other uncontrollable circumstances.

In addition, while most of our maintenance and construction work can be done without a power outage, occasionally we must interrupt electric service while we work on our lines. Whenever possible, we notify affected members in advance of a planned outage.

If your power goes out, check to see if the power outage has been caused by a problem in your home or building. It could be a blown fuse or a tripped circuit breaker in the panel in your home or in the box behind the meter socket mounted on the outside of your home. Check with your neighbors to see if their power is out, too.



If you believe the problem is on KEA's distribution system, call us at (907)486-7700 to report an outage. We will dispatch a service crew, on call at all times, to restore your power as quickly as possible. You can also view the **Outage Map** on our website to see if your area has been affected by a power outage.

During severe weather, a power outage could be widespread and prolonged. Be assured the KEA employees will do everything they can to restore power as quickly as possible.

It is a good idea to be prepared for a power failure, especially during the winter. Plan on an alternate source of heat such as a kerosene heater, wood-burning stove, or fireplace. In some circumstances, a stand-by emergency generator may be a good idea. Keep a battery-powered radio and flashlight in your home, have plenty of blankets, and stock up on food, water, and candles when severe weather is forecast.



During major outages, it is unsafe to restore power to all of our affected members at the same time. The circumstances of each outage determine whose power comes on first. We follow a logical process of restoring power. We begin by checking the source of power — our substations. Then we work our way out from the substations to the main distribution lines. Smaller tap lines are repaired next, then individual services. This process allows us to restore power to the greatest number of members first. Of course, any problem posing an immediate danger always takes priority.

In-Home Life Support



If someone in your household depends on in-home life support equipment, notify us immediately. We maintain an up-to-date record of all our members who use electrically operated life support machines so we can give these members a high priority in restoring power during an outage. Because we cannot guarantee uninterrupted electric service, we recommend that you have a backup power source and an emergency plan for extended power outages.

Planning Ahead Could Save a Life

Electrical hazards can be anywhere — in the ground, in your home, or above you. Always survey your work site before beginning. If you need an overhead line raised to allow a piece of equipment to pass under, contact us at (907)486-7700. You should never try to raise a line yourself. A little planning could save a life!

Call Before You Dig

Some people are shocked by what they find when they dig in their yards! Whenever digging, whether to plant a tree or shrub, put up a new fence, install a mailbox, or locate the water line, please call Alaska Digline at 811 and arrange for an underground locate of power lines on your property.



Underground power lines and other utilities are common in our area, and you really do not know what you might hit when you dig into the ground.

Once you contact Alaska Digline, our utility personnel will meet with you to locate any underground hazards.

Electrical Safety & You

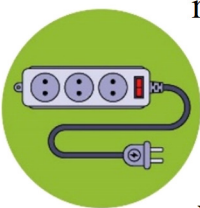
There are things you can do to help protect cooperative personnel when they are working on power lines.

If you own a generator to use as a back-up power source, you must install a double-throw switch to remove the generator from the power delivery system. An improperly installed generator can back feed into your transformer and send high voltage back through the power line. This voltage could be deadly to anyone working to restore your power.

Please do not attach anything to utility poles. Signs, posters, fences, basketball hoops or anything else attached to the poles make it unsafe for a lineman to climb. Often, linemen are required to climb poles in adverse weather, and attachments on the poles make the job even more dangerous.



There are also things you can do to help protect the equipment on your property. Power surges can be caused by internal sources, like when major appliances cycle on and off, or external sources, like damage to power lines and transformers. At KEA, we encourage our members to install surge protective devices to safeguard your sensitive equipment, like televisions, stereo systems, computers, refrigerators, washers and dryers, and freezers. The safekeeping of your equipment is your responsibility. KEA is not responsible for damage that can be caused by weather, normal operations, and equipment failure.



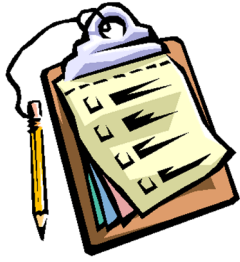
Helpful hint: a power strip is not necessarily a surge protection device. It may be acting only as an extension cord that provides you with extra outlets. Check with the manufacturer about what type of surge protector will work best for your devices.

Power Reconnection Safety

As you prepare to have your electrical service reconnected, do a safety check to avoid potential fire or shock hazards. Make sure appliances are turned to the off position, especially stoves and ovens. Clear combustible materials away from heating elements such as ovens, stoves, or space heaters. Make sure nothing is touching the heating elements that could burn; such as paper, plastic, or cloth. When power has been reconnected, gradually turn on appliances and electronics and look for any warning signs of potential problems such as dim or flickering lights, fuses that repeatedly blow, or a hot, burning smell where you can't find the source. Call 911 if you suspect danger or observe a hot burning smell where you cannot find the source.

Meter Access

KEA personnel may need access to your property to perform maintenance on KEA equipment. Accessibility to your meter is a necessity.



Blocked gates and doors, or aggressive animals may prevent safe, clear access to your meter. If you have a gate providing access to your meter, make sure it is not in need of repair. If you are remodeling or doing any type of construction, please be sure that it does not block access to the meter and does not create a safety hazard. Please clear bushes and remove any stored materials or other items away from around your meter.

Tree Control

With much of our service territory in wooded areas, trees are a major cause of power outages. KEA trims trees from the rights-of-way on a regular basis. After KEA cuts trees or limbs, brush cleanup is the property owner's responsibility. Your cooperation is needed when trees or brush on your property become dangerous or threatens electric service.



Also, when planting a new tree, look up and around for power lines. When trees are planted too close to power lines, they can become an accident waiting to happen. If you plant trees near a power line, consider how large the tree will grow. Never plant trees or shrubs directly under a power line. If you see trees too close to power lines, contact your cooperative immediately, and we will trim the trees at no cost to you.

Whenever using a ladder or trimming trees, always be aware of where power lines are located. Do not place your ladder where you could fall into power lines or easily touch the lines. Never carry ladders or metal pipes in an upright manner. Look up before starting your work.

If you need to remove trees that are near power lines, it is always safer to contact your cooperative.

Board Policy 513 *Public Safety*

I. OBJECTIVE:

To establish procedures and conditions which reasonably safeguard the Cooperative's members and the general public from potentially dangerous electrical conditions.

II. POLICY:

Cooperative members and the general public should never come into contact with electrical power lines. When potentially hazardous conditions are observed, Cooperative members and the general public should alert the Cooperative to the condition.

- A. The Cooperative, in the construction, operation and maintenance of its electrical system, will at all times adhere to the provisions outlined in the most current edition of the National Electrical Safety Code (NESC) unless specifically required by other authorities to do otherwise.
- B. It is the responsibility of each employee, contractor, Cooperative member, and general public member to report to the Cooperative all unsafe conditions that any such person observes on the Cooperative's electrical system. Any employee, contractor, Cooperative member, or member of the general public, upon finding a power line in an unsafe condition or a condition not in compliance with NESC clearances should immediately notify the Cooperative's dispatcher concerning the unsafe condition. Cooperative employees and contractors should stand by to guard against hazardous conditions until they are relieved, or until the defect is corrected. Cooperative members and members of the general public are not expected to stand by to guard against hazardous conditions, but should notify, in addition to Cooperative personnel, law enforcement and emergency personnel respecting the unsafe condition.
- C. Members of the Cooperative and the general public should always assume that a downed power line or a sagging power line is unsafe. Contact should be strictly avoided, and the Cooperative and law enforcement authorities should be notified when such a condition is observed.
- D. Even a power line that appears to be in its normal condition may be unsafe. Therefore, members of the Cooperative and the general public should always avoid contact with power lines.
- E. If any Cooperative member or member of the general public inadvertently comes into contact with a power line, the incident should be reported immediately to the Cooperative. If there are injuries, emergency medical personnel should be contacted immediately. Further contact with the power line should be strictly avoided and the incident should be reported immediately to the Cooperative. If the incident occurred on a public right-of-way, law enforcement officials should also be notified.
- F. All accidental contacts involving the Cooperative electric lines, vehicles, or property shall be properly and promptly investigated, with complete accident reports prepared, including visual records to substantiate the written reports and sketches.

III. RESPONSIBILITY:

- A. It is the responsibility of the President/CEO to implement this policy.
- B. Copies of this policy shall be forwarded to various public agencies within the Cooperative's service area. Copies of this policy shall be given to each new member upon application for service.

Bylaws

ARTICLE I MEMBERS

SECTION 1. QUALIFICATIONS AND OBLIGATIONS. Any person, firm, corporation or body politic may become a member in the Cooperative by:

- (a) agreeing to purchase from the Cooperative electric energy as hereinafter specified; and
- (b) agreeing to comply with and be bound by the Articles of Incorporation of the Cooperative and these Bylaws and any amendments thereto and such rules and regulations as may from time to time be adopted by the Board of Directors.

SECTION 2. MEMBERSHIP DEPOSIT. There shall be no membership fee for membership in the Cooperative except that, as consideration for membership, each member agrees to comply with and be bound by the Articles of Incorporation and Bylaws of the Cooperative and any rules and regulations adopted by the Board of Directors as such articles, bylaws, or rules shall be amended from time to time.

SECTION 3. PURCHASE OF ELECTRIC ENERGY. Each member shall, as soon as electric energy shall be available, purchase from the Cooperative electric energy for use on the premises referred to in the application of such member for membership, and shall pay therefore at monthly rates which shall from time to time be fixed by resolution of the Board of Directors; it is expressly understood that amounts paid for electric energy in excess of the cost of service are furnished by members as capital and each member shall be credited with the capital so furnished as provided in these Bylaws; provided, however, that the electric energy which the Cooperative shall furnish to any member may be limited to such an amount as the Board of Directors shall from time to time determine and that each member shall pay to the Cooperative such minimum amount per month, as shall be fixed by the Board of Directors from time to time, regardless of the amount of electric energy consumed. Each member shall also pay all obligations which may from time to time become due and payable by such member to the Cooperative as and when the same shall become due and payable.

SECTION 4. NON-LIABILITY FOR DEBTS OF THE COOPERATIVE. The private property of the members of the Cooperative shall be exempt from execution for the debts of the Cooperative and no member shall be individually liable or responsible for any debts or liabilities of the Cooperative.

SECTION 5. TERMINATION OF MEMBERSHIP.

SECTION 5(a). EXPULSION OF MEMBERS. The Board of Directors of the Cooperative may, by the affirmative vote of not less than two-thirds (2/3) of the members thereof, expel any member who has violated or refused to comply with any of the provisions of the Articles of Incorporation of the Cooperative or these Bylaws or any rules or regulations adopted from time to time by the Board of Directors. Expelled members may be reinstated as a member by a vote of the members at any annual or special meeting of the members. The action of the members with respect to any such reinstatement shall be final.

SECTION 5(b). WITHDRAWAL OF MEMBERSHIP. Any member may withdraw from membership upon payment in full of all debts and liabilities of such member to the Cooperative and upon compliance with such terms and conditions as the board of directors may prescribe.

Bylaws (continued)

SECTION 5(c). TRANSFER AND TERMINATION OF MEMBERSHIP.

- (1) Membership in the Cooperative shall not be transferable except as hereinafter otherwise provided, and upon the death, cessation of existence, expulsion or withdrawal of a member, the membership of such member shall thereupon terminate. Upon termination of membership, any former member shall nevertheless be entitled to any capital credits acquired while taking service and may assign such credits to a successor or may be paid off at the time the Cooperative is making a general retirement of credit for the particular year or years for which the earned credits were held.
- (2) An individual membership may be converted by a member to a joint membership with any other person occupying the same household, as the case may be, jointly upon the written request of such proposed joint members and compliance by such proposed joint members with the provisions of Section 1 of this article. Such transfer shall be made and recorded on the books of the Cooperative.
- (3) When a membership is held jointly, upon the death of either, such membership shall be deemed to be held solely by the survivor with the same effect as though such membership had been originally issued solely to the survivor; provided, however, that the estate of the deceased shall not be released from any membership debts or liabilities of the Cooperative.
- (4) The membership of any member who, for a period in excess of ninety (90) days, does not use Kodiak Electric Association electric energy, and does not pay the prescribed monthly minimum billing charge, shall be automatically terminated.
- (5) In the case of withdrawal or termination of membership in any manner, the member shall retain any capital credits as set forth in Section 5(c)(1) above.

SECTION 6. REMOVAL OF DIRECTORS AND OFFICERS. Any member may bring charges for cause against an officer or director by filing them in writing with the Secretary, together with a petition signed by ten per centum (10%) of the members, requesting the removal of the officer or director in question. The removal shall be voted upon at the next regular or special meeting of the members and any vacancy created by such removal may be filled by the members at such meeting. The director or officer against whom such charges have been brought shall be informed in writing of the charges previous to the meeting and shall have an opportunity at the meeting to be heard in person or by counsel and to present evidence; and the person or persons bringing the charges against the director or officer shall have the same opportunity.

ARTICLE II MEETINGS OF MEMBERS

SECTION 1. ANNUAL MEETING. The annual meetings for the members shall be held during the month of April of each year at such place in Kodiak, Alaska as shall be designated in the notice of the meeting, for the purpose of electing directors, passing upon reports covering the previous fiscal year and transacting such other business as may come before the meeting. Failure to hold the annual meeting at the time designated shall not work a forfeiture or dissolution of the Cooperative. The Board of Directors may adopt policies to allow members to participate in the annual meetings by teleconference or similar method

Bylaws (continued)

of communication that allows all participants to hear each other during the meeting. A member participating in this manner shall be considered to have attended the meeting in person.

SECTION 2. SPECIAL MEETING. Special meetings of the members may be called by a majority of the board or upon a written request signed by at least ten per centum (10%) of all the members and it shall thereupon be the duty of the Secretary to cause notice of such meeting to be given as hereinafter provided. Special meetings of the members may be held at any place within the City of Kodiak, State of Alaska. The Board of Directors may adopt policies to allow members to participate in special meetings by teleconference or similar method of communication that allows participants to hear each other during the meeting. A member participating in this manner shall be considered to have attended the meeting in person.

SECTION 3. NOTICE OF MEMBER MEETINGS. Notice stating the place, day and hour of the annual meeting shall be given not less than fifteen (15) days nor more than sixty (60) days before the date of the meeting and, in case of a special meeting, notice and the purpose or purposes for which the meeting is called shall be given not less than ninety (90) days nor more than one hundred and twenty (120) days before the date of the meeting, either personally or by mail or electronic notice, by or at the direction of the Secretary, or by the persons calling the meeting, to each member. If mailed, such notice shall be deemed to be given when deposited in the United States mail, addressed to the member at the address as it appears on the records of the Cooperative, with postage thereon prepaid. If electronically sent, such notice shall be deemed to be given when the message is sent to the preferred electronic address on file with the Cooperative. In case of a joint membership, notice given to either joint member shall be deemed notice to both. The failure of any member to receive notice of any annual or special meeting of the members shall not invalidate any action which may be taken by the members at any such meeting.

SECTION 4. QUORUM. A legal quorum shall not be less than fifty (50) members present in person. If less than a quorum is present at any meeting, a majority of those present in person may adjourn the meeting from time to time without further notice, provided that the Secretary shall notify any absent members of the time and place of such adjourned meeting. In case of a joint membership, the presence at a meeting of either joint member, or both, shall be regarded as the presence of one member. For purposes of determining a quorum, a member who votes on a matter electronically or by mail prior to the meeting is considered to have attended the meeting in person for the matter on which the member voted.

SECTION 5. VOTING. Each member shall be entitled to one (1) vote and no more upon each matter submitted to the members. All questions shall be decided by a vote of a majority of the members voting thereon except as otherwise provided by law, the Articles of Incorporation of the Cooperative, or these bylaws. Joint members shall jointly be entitled to one (1) vote and no more upon each matter submitted to a vote.

Voting, either by mail or electronically, shall be required on all questions submitted to the members except as otherwise prohibited by law, the Articles of Incorporation or the Bylaws of the Cooperative. Ballots for use by members shall be provided in sufficient time for such members to reasonably dispatch their ballots to meet the deadline affixed for receipt of ballots. A balloting committee shall be appointed by the Board of Directors sufficiently in advance of the meeting to ensure validity of the ballots to be counted. If less than a quorum is present at the meeting, the balloting committee shall cause to be preserved all ballots received until such time as a quorum is present. In any case, ballots will be retained and secured for a period of ninety (90) days following the election, after which time they may be destroyed. The Board of Directors may adopt rules governing the conduct of elections and balloting.

Bylaws (continued)

SECTION 6. PROXIES. Voting by proxy shall not be permitted.

SECTION 7. PERMITTED MEMBER ACTION AT MEMBER MEETINGS. At any annual member meeting, regular member meeting, or special member meeting, members may consider, vote, or act upon only a matter for which:

- (a) Unless otherwise provided in these bylaws, the board and members were notified properly;
- (b) The members were authorized to consider, vote, or act upon; and
- (c) The notice of the annual or regular member meeting properly described the matter to be voted upon, unless at least one-third (1/3) of the members entitled to vote on a matter are present at the annual member meeting or regular member meeting in person. At a special member meeting, members may vote upon only matters described in the notice of the special member meeting.

SECTION 8. ORDER OF BUSINESS. The order of business at the annual meeting of the members, and so far as possible at all other meetings of the members, shall be essentially as follows:

1. Call to order and establishment of quorum.
2. Reading of the notice of the meeting and proof of the due publication or mailing thereof, or the waiver or waivers of notice of the meeting, as the case may be.
3. Reading of unapproved minutes of previous meetings of the members and the taking of necessary action thereon.
4. Presentation and consideration of, and acting upon, reports of officers, directors and committees.
5. Election of directors.
6. Unfinished business.
7. New business.
8. Adjournment

SECTION 9. RULES OF ORDER. The parliamentary procedure at all meetings of the members shall be governed by the most recent edition of *Robert's Rules of Order*, except to the extent such procedure is otherwise determined by law or by the Cooperative's Articles of Incorporation or Bylaws.

ARTICLE III DIRECTORS

SECTION 1. GENERAL POWERS. The business and affairs of the Cooperative shall be managed by a board of nine (9) directors which shall exercise all of the powers of the Cooperative except such as are by law or by the Articles of Incorporation of the Cooperative or by these Bylaws conferred upon or reserved to the members.

Bylaws (continued)

SECTION 2. QUALIFICATIONS AND TENURE.

- (a) No person shall be eligible to become or remain a director or to hold any position of trust in the Cooperative who is not a member of the Cooperative or who;
 - (1) is not a bona fide resident in the area served by the Cooperative;
 - (2) is in any way employed by or financially interested in a competing enterprise;
 - (3) is serving in an elected public office in connection with which compensation is paid.
- (b) When a membership is held jointly, either joint member, but not both, may be elected as a director; provided, however, that neither one shall be eligible to become or remain a director or to hold a position of trust in the Cooperative unless both shall meet the qualifications above.
- (c) The term of office of all directors elected by the members at all subsequent annual meetings shall expire upon the election and qualification of their successors at the third annual meeting of the members following their election. No director may serve on the Board of Directors for a consecutive term if he or she has not attended one National Rural Electric Cooperative Association (NRECA) approved, or equal, management or director training course during his or her previous term.
- (d) DIRECTORS SHALL BE ELECTED BY A PLURALITY OF THE VOTES CAST. In the event of a tie vote between any two or more nominees, the tie shall be broken BY LOT.
- (e) Any director willfully and without cause missing two successive regular meetings of the Board of Directors may, by a majority vote of the directors, be removed from office. The remaining directors shall, by a majority vote, select a temporary successor director for a removed director, which temporary successor director shall serve until the next annual meeting of the members, at which time the members shall elect a successor director to serve for the remainder of the unexpired term of the removed director.
- (f) Nothing in this section contained shall, or shall be construed to, affect in any manner whatsoever the validity of any action taken at any meeting of the Board of Directors.

SECTION 3. CONFLICT OF INTEREST DIRECTOR QUALIFICATIONS. While a director, and during the one (1) year immediately prior to becoming a director, a director or director candidate must not be nor have been:

- (a) A close relative of any existing director, other than an existing director who will cease being a director within one (1) year;
- (b) An existing, or a close relative of an existing, a non-director cooperative officer, employee, agent, or representative;
- (c) Employed by, materially affiliated with, or share a material financial interest with, any other director; or

Bylaws (continued)

- (d) Engaged in, or employed by, materially affiliated with, or have a material financial interest in, any individual or entity;
 - (1) Directly and substantially competing with the Cooperative, or
 - (2) Possessing a conflict of interest with the Cooperative.

As used in these Bylaws, the term "close relative" means an individual who:

- (a) Is either by blood, law, or marriage, including half, step, foster, and adoptive relations, a spouse, child, grandchild, parent, grandparent, or sibling; or
- (b) Principally resides in the same residence.

Any individual properly qualified and elected or appointed to any position does not become a close relative while serving in the position because of any marriage or legal action to which the individual was not a party.

SECTION 4. NOMINATIONS. Any fifteen (15) or more members may make nominations in writing over their signatures not less than forty (40) days prior to the meeting, and the secretary shall prepare and post the list of nominations for directors on the Cooperative's website. The secretary shall include with the notice of the meeting a statement of the number of directors to be elected including a list of nominations. The members may, at any meeting at which a director or directors shall be removed, as hereinbefore provided, elect a successor or successors thereto without compliance with the foregoing provisions with respect to nominations. Notwithstanding anything in this section contained, failure to comply with any of the provisions of this section shall not affect in any manner whatsoever the validity of any election of directors.

SECTION 5. VACANCIES. Subject to the provision of these bylaws with respect to the removal of directors, a vacancy occurring on the Board of Directors shall be filled by the selection of a temporary successor director by a majority vote of the remaining directors, which temporary successor director shall serve until the next annual meeting of the members, at which time the members shall elect a successor director to serve for the remainder of the unexpired term of the removed director.

SECTION 6. COMPENSATION. Directors as such shall not receive any salary for their services, but by resolution of the Board of Directors a fixed sum and expenses of attendance, if any, may be allowed for attendance at each meeting of the Board of Directors or other meeting while officially representing the cooperative and for each day of necessary travel to and from a meeting while officially representing the cooperative. Except in emergencies, no director shall receive compensation for serving the Cooperative in any other capacity, nor shall any close relative of a director receive compensation for serving the Cooperative, unless such compensation shall be specifically authorized by a vote of the members.

SECTION 7. RULES AND REGULATIONS. The Board of Directors shall have power to make and adopt such rules and regulations, not inconsistent with law, the Articles of Incorporation of the Cooperative or these bylaws, as it may deem advisable for the management, administration and regulation of the business and affairs of the Cooperative.

Bylaws (continued)

SECTION 8. ACCOUNTING SYSTEM AND REPORTS. The Board of Directors shall cause to be established and maintained a complete accounting system, which among other things, subject to applicable laws and rules and regulations of any regulatory body, shall conform with generally accepted accounting principles. The Board of Directors shall cause an audit to be made, at least once annually, of the accounts and records of the Cooperative, preferably by a certified public accountant to be chosen by the Board of Directors, of a scope and for a period of time to be agreed upon by the Board of Directors and auditor. The auditor's report shall be submitted to the members not later than the annual meeting following its receipt.

SECTION 9. CHANGE IN RATES. Any change in rates will be determined by the Board of Directors per Policy 406 *Rates, Terms, and Conditions for Electric Service* and detailed in the Rules and Regulations for Electric Service & Rate Schedules.

SECTION 10. DIRECTOR CONDUCT. Unless modified or prohibited by law:

- (a) **Director Standard of Conduct.** A director shall discharge the director's duties, including duties as Board Committee member:
 - (1) In good faith;
 - (2) With the care an ordinarily prudent person in a like position would exercise under similar circumstances; and
 - (3) In a manner the director reasonably believes to be in the Cooperative's best interests.
- (b) **Director Reliance on Others.** Unless a director possesses knowledge concerning a matter making reliance unwarranted, then in discharging a director's duties, including duties as a Board Committee member, a director may rely upon information, opinions, reports, or statements, including financial statements and other financial data, prepared or presented by:
 - (1) One (1) or more cooperative officers or employees whom the director reasonably believes to be reliable and competent in the matters prepared or presented; and
 - (2) Legal counsel, public accountants, or other individuals regarding matters the director reasonably believes are within the individual's professional or expert competence.
- (c) **Director Liability.** If a director complies with this Bylaw, then the director is not liable to the Cooperative, any member, or any other individual or entity for action taken, or not taken, as a director. No director is deemed a trustee regarding the Cooperative or any property held or administered by the Cooperative, including, without limit, property potentially subject to restrictions imposed by the property's donor or transferor.

ARTICLE IV MEETINGS OF DIRECTORS

SECTION 1. REGULAR MEETING. A regular meeting of the Board of Directors shall be held without notice, other than this Bylaw, at the corporate offices of KEA the day following the annual meeting of the members. A regular meeting of the Board of Directors may be held monthly, but must be held at least

Bylaws (continued)

quarterly, at such time and place in Kodiak, State of Alaska, as the Board of Directors may provide by resolution. Such regular meetings may be held without notice other than such resolution fixing the time and place thereof. Teleconference or videoconference meetings (regular or special) may be held upon the approval of a majority of the Board of Directors. Such participation will constitute attendance and presence in person at the meeting by the persons so participating. As long as members are provided with a reasonable means to listen to the open portion of the meeting, meetings held by teleconference or videoconference do not have to be held in a physical location.

SECTION 2. SPECIAL MEETINGS. Special meetings of the Board of Directors may be called by the Chairman, or any three (3) directors. The person or persons authorized to call special meetings of the Board of Directors may fix the time and place for the holding of any special meeting of the Board of Directors called by them.

SECTION 3. NOTICE. Notice of the time, place and purpose of any special meeting of the Board of Directors shall be given at least three (3) days previous thereto, by oral or written notice, delivered telephonically or electronically, to each director. Electronic notice is deemed delivered when the message is sent to the preferred electronic address on file with the Cooperative. The attendance of a director at any meeting shall constitute a waiver of notice of such meeting, except in case a director shall attend a meeting for the express purpose of objecting to the transaction of any business because the meeting shall not have been lawfully called or convened.

SECTION 4. QUORUM. A majority of the Board of Directors shall constitute a quorum for the transaction of business at any meeting of the Board of Directors, provided that if less than a majority of the directors is present at said meeting, a majority of the directors present may adjourn the meeting from time to time without further notice.

SECTION 5. MANNER OF ACTING. The act of the majority of the directors present at a meeting at which a quorum is present shall be the act of the Board of Directors.

SECTION 6. VOTING. Whenever the board shall take action on any matter in which any director may have a direct or indirect interest, whether of a pecuniary nature or not, such director shall abstain from discussing any merits of the matter and from any vote of the board concerning the same.

ARTICLE V OFFICERS

SECTION 1. NUMBER. The officers of the Cooperative shall be a Chairman, Vice-Chairman, Secretary, Treasurer, and such other officers as may be determined by the Board of Directors from time to time. The offices of Secretary and Treasurer may be held by the same person.

SECTION 2. ELECTION AND TERM OF OFFICE. The officers shall be elected by ballot annually by and from the Board of Directors at the first meeting of the Board of Directors. If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as conveniently may be. Each officer shall hold office until the first meeting of the Board of Directors following the next succeeding annual meeting of the members, or until a successor shall have been duly elected and shall have qualified, subject to the provisions of these bylaws with respect to the removal of officers.

Bylaws (continued)

SECTION 3. REMOVAL. Any officer or agent elected or appointed by the Board of Directors may be removed by the Board of Directors whenever, in its judgement, the best interests of the Cooperative will be served thereby.

SECTION 4. VACANCIES. Except as otherwise provided in these bylaws, a vacancy in any office may be filled by the Board of Directors for the unexpired portion of the term.

SECTION 5. CHAIRMAN. The Chairman:

- (a) shall be the principal officer of the Cooperative and shall preside at all meetings of the members and of the Board of Directors;
- (b) shall sign, with the Secretary any deeds, mortgages, deeds of trust, notes, bonds, contracts or other instruments authorized by the Board of Directors to be executed, except in cases in which the signing and execution thereof shall be expressly delegated by the Board of Directors or by these Bylaws to some other officer or agent of the Cooperative, or shall be required by law to be otherwise signed or executed; and
- (c) in general shall perform all duties incident to the office of Chairman and such other duties as may be prescribed by the Board of Directors from time to time.

SECTION 6. VICE-CHAIRMAN. In the absence of the Chairman, or in the event of the Chairman's inability or refusal to act, the Vice-Chairman shall perform the duties of the Chairman, and when so acting, shall have all the powers of and be subject to all the restrictions upon the Chairman and shall perform such other duties as from time to time may be assigned by the Board of Directors.

SECTION 7. SECRETARY. The Secretary shall:

- (a) keep the minutes of the meetings of the members and the Board of Directors in one or more books provided for that purpose;
- (b) see that all notices are duly given in accordance with these Bylaws or as required by law;
- (c) be custodian of the corporate records and of the seal of the Cooperative and see that the seal of the Cooperative is affixed to all documents, the execution of which on behalf of the Cooperative under its seal is duly authorized in accordance with the provisions of these Bylaws;
- (d) keep a register of each member which shall be furnished to the Secretary by such member;
- (e) have general charge of the books of the Cooperative in which a record of the members is kept;
- (f) keep on file at all times a complete copy of the bylaws of the Cooperative containing all amendments thereto, which copy shall always be open to the inspection of any member, and at the expense of the Cooperative forward a copy of the bylaws and of all amendments thereto to each member; and

Bylaws (continued)

- (g) in general, perform all the duties incident to the office of Secretary and such other duties as from time to time may be assigned by the Board of Directors.

SECTION 8. TREASURER. The Treasurer shall:

- (a) have charge and custody of and be responsible for all funds and securities of the Cooperative;
- (b) receive and give receipts for moneys due and payable to the Cooperative from any source whatsoever, and deposit all such moneys in the name of the Cooperative in such bank or banks as shall be selected in accordance with the provisions of these bylaws; and
- (c) in general, perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned by the Board of Directors.

SECTION 9. PRESIDENT/CHIEF EXECUTIVE OFFICER. The Board of Directors may appoint a President/Chief Executive Officer who may be, but who shall not be required to be, a member of the Cooperative. The President/Chief Executive Officer shall perform such duties as the Board of Directors may from time to time require and shall have such authority as the Board of Directors may from time to time vest in the President/Chief Executive Officer.

SECTION 10. BONDS OF OFFICERS. The Treasurer, and any other officer or agent of the Cooperative charged with responsibility for the custody of any of its funds or property, shall give bond in such sum and with such surety as the Board of Directors shall determine. The Board of Directors in its discretion may also require any other officer, agent or employee of the Cooperative to give bond in such amount and with such surety as it shall determine.

SECTION 11. COMPENSATION. The compensation, if any, of any officer, agent or employee, who is also a director or close relative of a director, shall be determined by the members, as provided elsewhere in these bylaws, and the powers, duties and compensation of any other officers, agents and employees shall be fixed by the Board of Directors.

SECTION 12. REPORTS. The officers of the Cooperative shall submit at each annual meeting of the members reports covering the business of the Cooperative for the previous fiscal year and showing the condition of the Cooperative at the close of each fiscal year. A report setting forth the attendance record of directors at regular and special board meetings, together with a summary setting forth the issue voted upon and the vote of each director, shall be submitted at each annual general meeting of the members and cover the calendar year immediately preceding said annual meeting.

ARTICLE VI CONTRACTS, CHECKS AND DEPOSITS

SECTION 1. CONTRACTS. Except as otherwise provided in these bylaws, the Board of Directors may authorize any officer or officers, agent or agents to enter into any contract or execute and deliver any instrument in the name and on behalf of the Cooperative, and such authority may be general or confined to specific instances.

Bylaws (continued)

SECTION 2. CHECKS, DRAFTS, ETC. All checks, drafts, or other orders for the payment of money, and all notes, bonds or other evidences of indebtedness issued in the name of the Cooperative shall be signed by such officer or officers, agent or agents, employee or employees of the Cooperative and in such manner as shall from time to time be determined by resolution of the Board of Directors.

SECTION 3. DEPOSITS. All funds of the Cooperative shall be deposited from time to time to the credit of the Cooperative in such bank or banks as the Board of Directors may select.

ARTICLE VII REVENUES AND RECEIPTS

SECTION 1. INTEREST OR DIVIDENDS ON CAPITAL PROHIBITED. The Cooperative shall at all times be operated on a cooperative non-profit basis for the mutual benefit of its patrons. No interest or dividends shall be paid or payable by the Cooperative on any capital furnished by its patrons.

SECTION 2. PATRONAGE CAPITAL.

- (a) In the furnishing of electric energy, the Cooperative's operation shall be so conducted that all patrons will, through their patronage, furnish capital for the Cooperative. In order to induce patronage and to assure that the Cooperative will operate on a nonprofit basis, the Cooperative is obligated to account on a patronage basis to all its patrons for all amounts received and receivable from operating earnings. All operating earnings at the moment of receipt by the Cooperative are received with the understanding that they are furnished by the patrons as capital. Operating earnings are the amount by which the Cooperative's operating revenues from providing a Cooperative service during a fiscal year exceed the Cooperative's operating expenses of providing the Cooperative service during the fiscal year, all as determined under federal cooperative tax law.
- (b) The Cooperative is obligated to pay by credits to a capital account for each patron all operating earnings. Provided however, that the Board of Directors may from time to time designate all or any portion of the services to any patron as being of a special class, and the amount of capital to be credited to such class of service shall be the operating earnings applicable to such special class of service. The books and records of the Cooperative shall be set up and kept in such a manner that at the end of each fiscal year the amount of capital, if any, so furnished by each patron is clearly reflected and credited to an appropriate record to the capital account of each patron, and the Cooperative shall, within a reasonable time, after the close of the fiscal year, notify each patron of the amount of capital so credited to the patron's account. All such amounts credited to the capital account of any patron shall have the same status as though they have been paid to the patron in cash in pursuance of a legal obligation to do so and the patron had then furnished the Cooperative corresponding amounts for capital.
- (c) Non-operating earnings are the amount by which the Cooperative's non-operating revenues during a fiscal year exceed the Cooperative's non-operating expenses during the fiscal year, less any amount needed to offset an operating loss. All non-operating earnings received by the Cooperative shall, insofar as permitted by law, be: (a) used to offset any losses incurred during the current or any prior fiscal year; and (b) to the extent not needed for that purpose, allocated by the Board either (1) to its patrons on a patronage basis and any amount so allocated shall be

Bylaws (continued)

included as a part of the capital credited to the accounts of patrons as herein provided, or (2) to a permanent capital account to be held as unallocated equity capital. The amount of any unallocated equity capital shall not be subject to distribution as patronage capital credits but shall be returned to the members and former members in proportion to their patronage upon dissolution of the Cooperative.

- (d) In the event of dissolution or liquidation of the Cooperative, after all outstanding indebtedness of the Cooperative shall have been paid, outstanding capital credits shall be retired without priority on the pro rata basis before any payments are made on account of property rights of members. If, at any time prior to dissolution or liquidation, the Board of Directors shall determine that the financial condition of the Cooperative will not be impaired thereby, the capital then credited to the patrons' accounts may be retired in full or in part. The Board of Directors shall determine the method, basis, priority, and order of retirement, if any, for all amounts furnished as capital.
- (e) The patron hereby grants the Cooperative a security interest in the patron's capital credit account as collateral to secure the repayment of any amount owed by such patron to the Cooperative. The Cooperative, before retiring any capital credited to any patron's account, shall deduct therefrom any amount owing by such patron to the Cooperative, together with interest thereon at the Alaska legal rate on judgments compounded annually.
- (f) Capital credited to the account of each patron shall be assignable only on the books of the Cooperative pursuant to written instruction from the assignor and only to successors-in-interest or successors-in-occupancy in all or a part of such patrons' premises served by the Cooperative unless the Board of Directors, acting under policies of general application, shall determine otherwise.
- (g) Notwithstanding any other provision of these Bylaws, the Board of Directors, at its discretion, shall have the power at any time upon the death of any patron who is a natural person, if the legal representatives of his estate shall request in writing that the capital credited to any such patron be retired prior to the time such capital would otherwise be retired under the provision of these Bylaws, to retire capital credited to any such patron who is a natural person immediately upon such terms and conditions, including retirement on a discounted basis, as the Board of Directors acting under policies of general application and the legal representatives of such patron's estate shall agree upon; provided, however, that the financial condition of the Cooperative will not be impaired thereby.
- (h) The patrons of the Cooperative, by dealing with the Cooperative, acknowledge that the terms and provision of the Articles of Incorporation and Bylaws, as amended from time to time in accordance with their terms, shall constitute and be a contract between the Cooperative and each patron, and both the Cooperative and the patrons are bound by such contract, as fully as though each patron had individually signed a separate instrument containing such terms, amendments, and provisions.

ARTICLE VIII WAIVER OF NOTICE

Bylaws (continued)

Any member or director may waive, in writing, any notice of meeting required to be given by these bylaws. In case of a joint membership, a waiver of notice signed by either joint member shall be deemed a waiver of notice of such meeting by both joint members.

ARTICLE IX DISPOSITION OF PROPERTY

SECTION 1. GENERAL. The Cooperative may not sell, lease, or otherwise dispose of, including by merger or consolidation, any portion of its assets which constitutes more than 15 percent of the Cooperative's total assets, less accumulated depreciation, as reflected on the books of the Cooperative at the time of the transaction, unless the requirements contained in this article are first met. The requirements of this article apply regardless of whether the entity acquiring the Cooperative's assets is or is not another cooperative or the state.

SECTION 2. MEMBERSHIP APPROVAL. The transaction must be approved by a vote of the members, by the affirmative vote of not less than two-thirds (2/3) of the members voting on the transaction if the number of members voting to approve it constitutes a majority of all the members of the Cooperative.

SECTION 3. STATUTORY REQUIREMENTS. The Board of Directors of the Cooperative shall comply with the procedures and requirements contained in AS 10.25.240 - AS 10.25.250 (regarding mergers) or AS 10.25.260 - AS 10.25.270 (regarding consolidations) or AS 10.25.400 (regarding other dispositions of assets), except that the number of votes required for membership approval shall be governed solely by Section 2 above.

SECTION 4. TRANSACTIONS NOT RESTRICTED BY THIS ARTICLE. Notwithstanding anything contained in this article, the Board of Directors may, without authorization or approval by the members, expend cash assets of the Cooperative, purchase stock or other interest in a corporation or joint venture, lease or sell telecommunications equipment, and authorize the execution and delivery of mortgages or deeds of trust of, or the pledging or encumbering of, the property, assets, rights, privileges, licenses, franchises, and permits of the Cooperative, whether acquired or to be acquired, and wherever situated, as well as the revenue therefrom, upon the terms and conditions which the Board of Directors determines, to secure an indebtedness of the Cooperative.

SECTION 5. AMENDMENT OR REPEAL OF THIS ARTICLE. Notwithstanding the provisions of Article XIII or any other provision contained in these Bylaws, this article may not be amended or repealed unless such action is approved by a vote of the members, by the affirmative vote of not less than two-thirds (2/3) of the members voting on the action if the number of members voting to approve it constitutes a majority of all the members of the Cooperative.

ARTICLE X FISCAL YEAR

The fiscal year of the Cooperative shall begin on the first day of January of each year and end on the thirty-first day of December of the same year.

ARTICLE XI MEMBERSHIP IN OTHER ORGANIZATIONS

Bylaws (continued)

The Cooperative may own, invest in, or become a member of any other organization, corporation, partnership, joint venture, or other business provided that the Board of Directors finds that the relationship will control costs, increase revenues, or improve or expand energy or other services to the Cooperative's members, other public utilities, or the Kodiak Island Borough area.

ARTICLE XII SEAL

The corporate seal of the cooperative shall be in the form of a circle and shall have inscribed thereon the name of the Cooperative and the words "Corporate Seal" and "State of Alaska".

ARTICLE XIII AMENDMENTS

These Bylaws may be adopted, amended, or repealed ("Amended") by the affirmative vote of a majority of members voting by mail or electronically at a Cooperative meeting.

The Board of Directors may sponsor or propose Bylaw amendments.

Members may sponsor or propose Bylaw amendments. To be considered at a Cooperative meeting, any proposed Bylaw amendment sponsored by members must be:

- (a) Sponsored by and accompanied by a dated petition containing the printed names, addresses, and original dated signatures obtained within sixty (60) days of the petition date for at least ten percent (10%) of the total membership entitled to vote on the Bylaw amendment;
- (b) Delivered to, and received by, the Cooperative at least one hundred twenty (120) days prior to the Cooperative meeting at which the members will consider the proposed Bylaw amendment;
- (c) Determined lawful by the Board of Directors; and
- (d) Not altered or modified after delivery to the Cooperative.





Statement of Nondiscrimination

This institution is an equal opportunity provider and employer.

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating based on race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g. Braille, large print, audiotope, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained at:

<https://www.usda.gov/sites/default/files/documents/ad-3027.pdf>,

from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

- (1) mail: U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410
- (2) fax: (202) 690-7442 or (833) 256-1665
- (3) email: program.intake@usda.gov

USDA is an equal opportunity provider, employer, and lender.

Updated December 9, 2022

The Seven Cooperative Principles

1. VOLUNTARY AND OPEN MEMBERSHIP

Cooperatives are voluntary organizations, open to all people able to use its services and willing to accept the responsibilities of membership, without gender, social, racial, political, or religious discrimination.

2. DEMOCRATIC MEMBER CONTROL

Cooperatives are democratic organizations controlled by their members—those who buy the goods or use the services of the cooperative—who actively participate in setting policies and making decisions.

3. MEMBER'S ECONOMIC PARTICIPATION

Members contribute equally to, and democratically control, the capital of the cooperative. This benefits members in proportion to the business they conduct with the cooperative rather than on the capital invested.

4. AUTONOMY AND INDEPENDENCE

Cooperatives are autonomous, self-help organizations controlled by their members. If the co-op enters into agreements with other organizations or raises capital from external sources, it is done so based on terms that ensure democratic control by the members and maintains the cooperative's autonomy.

5. EDUCATION, TRAINING, AND INFORMATION

Cooperatives provide education and training for members, elected representatives, managers, and employees so they can contribute effectively to the development of their cooperative. Members also inform the general public about the nature and benefits of cooperatives.

6. COOPERATION AMONG COOPERATIVES

Cooperatives serve their members most effectively and strengthen the cooperative movement by working together through local, national, regional, and international structures.

7. CONCERN FOR COMMUNITY

While focusing on member needs, cooperatives work for the sustainable development of communities through policies and programs accepted by the members.

Adopted by The International Cooperative Alliance in 1995.



Contacting KEA



(907) 486-7700

**If you are experiencing problems
with your electricity, please call:
(907) 486-7700**

Underground Line Locates: 811 *Alaska Digline*

www.kodiakelectric.com

**Mailing & Physical Address:
1614 Mill Bay Road
Kodiak, Alaska 99615**

