



Independent Director Qualifications Form

Date: _____

Candidate Name _____ District _____

The goal of the nominations process is to put forward the best, most qualified and effective candidates for the Board of Directors so that the membership can, in turn, elect board members who are prepared to uphold the mission and practice good stewardship of member resources in service to the Cooperative. All board members and candidates for the Board of Directors must comply with OPALCO bylaws and policies regarding qualifications and conflicts of interest.

Relevant bylaws and policies: Bylaw Article III - Directors, Section 2 - Qualifications, OPALCO Policy 1 - Functions of the Board of Directors, and Policy 23 - Conflict of Interest.

1. Are you over the age of 18 years of age and have high school diploma or equivalent?

Yes _____ No _____

If you answered Yes, proceed to the next question. If you answered No, you are not eligible to become a Director of OPALCO.

2. Are you an active OPALCO energy member in good standing of OPALCO?

Yes _____ Member # _____ No _____

If you answered Yes, proceed to the next question. If you answered No, you are not eligible to become a Director of OPALCO.

3. Do you have an OPALCO membership with a residential meter in your name?

Yes _____ No _____

If you answered Yes, proceed to the next question. If you answered No, you are not eligible to become a Director of OPALCO.

4. If you have a joint membership with OPALCO, do any of the parties currently serve on OPALCO's Board of Directors?

Yes _____ No _____

If you answered No, proceed to the next question. If you answered Yes, you are not eligible to become a Director of OPALCO.

5. Are you, or any immediate family, member currently employed by OPALCO or any subsidiary or affiliate of OPALCO, or have been employed by any such organization?

Yes _____ No _____

If you answered No, proceed to the next question. If you answered yes, you are not eligible to become a Director of OPALCO.

6. Are you, or any immediate family member, in any way employed by or financially interested in an enterprise that competes with, supports or is an affiliate to OPALCO?

Yes _____ No _____

If you answered No, proceed to the next question. If you answered Yes, you are not eligible to become a Director of OPALCO.

7. Are you, or any immediate family member, in any way employed by or financially interested in a business primarily engaged in selling electrical or plumbing appliances, fixtures, supplies; or Internet or phone services to members of the Cooperative?

Yes _____ No _____

If you answered No, proceed to the next question. If you answered Yes, you are not eligible to become a Director of OPALCO.

8. Have you, or any immediate family member, ever been a party in a mediation, arbitration, lawsuit, unsuccessful Member Service Policy 9 ruling, or other legal action against or by the Cooperative or a subsidiary or affiliate of the Cooperative?

Yes _____ No _____

If you answered No, proceed to the next question. If you answered Yes, you are not eligible to become a Director of OPALCO.

9. Do you, or any immediate family member, currently hold public office or serve on a governmental appointment or commission whose charter or scope of influence intersects with the business of the Cooperative or its subsidiaries or affiliates?

Yes _____ No _____

If you answered No, proceed to the next question. If you answered Yes, you are not eligible to become a Director of OPALCO.

10. Have you ever been convicted of a felony?

Yes _____ No _____

If you answered Yes, you are not eligible to become a Director of OPALCO.

I have read all of the OPALCO policies and agree to abide by them. I pledge to honor the duties and responsibilities as defined in Policy 1: Functions of the Board of Directors (attached) should I be elected.

You must check this box to become a Director of OPALCO.

I hereby authorize OPALCO to conduct a background search. I hereby swear that the above responses are true and correct.

Candidate Signature

Date

ORCAS POWER & LIGHT COOPERATIVE
POLICY 1
FUNCTIONS OF THE BOARD OF DIRECTORS

Preamble

This policy is the responsibility of the Board and it may only be changed or amended by the Board. Board Governance policies are intended to define the Governance activities of the Board of Directors and their functioning within the Organization.

Board-authorized documents such as Mission and Values Statements and Strategic Directives will provide further guidance and instructions to the Organization.

1.1. BOARD ETHICAL STANDARDS

The Board may neither cause nor allow any Organizational practice or event that is imprudent or unethical, or that could damage the short-term or long-term viability of OPALCO.

1.2. CONFIDENTIALITY

Directors are entitled to reasonable access to Organizational data and information.

Directors are required to keep confidential all matters involving the cooperative that have not been disclosed to the public. Information received by a director shall not be disclosed to any other persons unless the director reasonably believes that he or she must do so to fulfill his fiduciary duty.

1.3. DATA PRIVACY AND SECURITY

Directors have the option for an OPALCO provided mobile device such as an iPhone, iPad and/or Android for use. To prevent unauthorized access, devices must be password protected using the features of the device. A device must lock itself with a password or PIN when idle. If a device is lost or stolen, alert OPALCO's Executive Assistant within 24 hours who will alert OPALCO's Technical Service team. OPALCO Directors are expected to always use his or her devices in an ethical manner.

1.4. DIRECTOR CONDUCT

Regardless of any personal differences, directors are required to:

- 1.4.1. Foster an environment where expression of individual experience, expertise and point of view shall be encouraged where relevant to the discussion at hand.
- 1.4.2. Demonstrate mutual respect and allow opportunity for every other director to be heard on any matter being considered by the Board.
- 1.4.3. Publicly support decisions of the Board except in extraordinary circumstances where the director can demonstrate that a decision or action will bring harm to the cooperative or threaten the cooperative's survival.
- 1.4.4. Refrain from revealing to persons other than directors, the General Manager, or the cooperative's attorney any differences of opinion among directors on matters considered and acted upon by the Board. (This standard does not preclude fair and accurate publication of such differences to the cooperative's members in relation to contests for director elections or other matters to be voted upon by the members. Nor does it impinge upon a director's right to dissent and to have his dissenting vote recorded in the minutes.)
- 1.4.5. Recognize that personal notes taken during meetings are legally discoverable unless intended to be and identified as Attorney/Client Privileged communications.
- 1.4.6. Directors shall not create a hostile environment in which to perform their duties. Directors are committed to helping management provide a workplace free from discrimination in all forms, and providing an atmosphere at board meetings that are free of harassment in any way.

1.5. CONFLICT OF INTEREST DISCLOSURE

Board members are required to disclose any potential conflict of interest with regard to ongoing or specific transactions on any matters before the Board and shall attest that they have no material undisclosed conflict of interest situations in writing annually, consistent with the Bylaws and all policies related to conflicts of interest. The Board has established conflict of interest policies in Policy 23.

1.6. BOARD MEMBER QUALIFICATIONS

Board Member Qualifications are defined in Bylaws Article III: Directors, Section 2: Qualifications. Additionally, and consistent with the Bylaws, OPALCO strives to cultivate a diverse and well-rounded board of directors and with members who bring expertise in any of the following industries: engineering, utilities, legal, insurance, technology and communications, environmental, financial, outreach and education, community development, natural resources, human resources and construction, among others.

1.7. BOARD MEMBER DUTIES AND RESPONSIBILITIES

Board service requires a significant commitment of time during and outside of monthly board meetings.

- 1.7.1. Board members shall be competent to sign legal contracts and shall exercise their best business judgment in performing their duties as Directors.
- 1.7.2. Board members are required to attend Board meetings as specified in other governing documents and to travel and perform other reasonably required duties in a safe and competent manner.
- 1.7.3. Board members are expected to dedicate time outside of board meetings to review board materials on a monthly basis.
- 1.7.4. Board members are required to complete an initial orientation conducted by the Board President and General Manager within 45 days and are encouraged to achieve NRECA Credentialed Cooperative Director status or equivalent within 24 months of first election to the Board.
- 1.7.5. Board members are required to complete one or more relevant educational sessions during each additional three years of tenure.
- 1.7.6. Board members are encouraged to attend conferences and other activities designed to improve their skills and knowledge. The expenses of enrollment and attendance at Board training programs are paid by the cooperative. Board training programs shall be conducted within the confines of an annual budget established by the Board of Directors for this purpose.

1.8. BOARD POLICIES AND STRATEGIC DIRECTIVES

- 1.8.1. The Board shall whenever possible formally and explicitly express the Board's expectations and standards regarding General Manager, Board, and Organizational performance.
- 1.8.2. Board Policies shall address matters that are expected to be permanent and pervasive in nature and define the limitations imposed on the General Manager and the Cooperative.
- 1.8.3. Board Strategic Directives shall address matters that may be impermanent in nature, address specific circumstances, may terminate when complete or rendered obsolete by changing circumstance and provide guidance in addressing the goals and objectives of the Cooperative.
- 1.8.4. Any Board member may propose a new policy or amendment to a current policy.
- 1.8.5. All Board Policies and Strategic Directives shall be maintained up to date in a format that is available to every Board member,
- 1.8.6. The Board shall review its own Policies and Strategic Directives for relevance, appropriateness and benefit to OPALCO at least annually.

1.9. STRATEGIC PLANNING

The Board shall set the Cooperative's mission and purposes, engage in strategic planning on a regular basis and produce Strategic Directives, to be reviewed and updated at least annually.

1.10. OVERSIGHT

The Board shall provide oversight including the adoption of policies and monitoring for compliance with legal and regulatory requirements as well as the adequacy of internal controls, primarily through appropriate use of Auditors and Legal Counsel. The Board shall also oversee any subsidiaries of the Cooperative. Such oversight shall include regular updates from the General Manager, financial performance review, business plan and strategy review, review and approve debt increases, and consistency with overall Strategic Directives.

1.11. BOARD INTERACTION WITH AUDITORS

The Board shall approve an engagement agreement for annual audit services to be provided to the cooperative that:

- 1.11.1. Requires pre-approval by the Board for all services to be provided by the audit firm.
- 1.11.2. Sets out the scope of the audit, its objective and purposes, and deadlines for work to be performed.
- 1.11.3. Specifies all fees to be paid for all audit, audit-related and tax work provided by the audit firm.
- 1.11.4. If a multi-year agreement, provides for regular rotation of the lead audit partner.
- 1.11.5. Complies with all RUS Policies and/or other applicable regulatory standards on Audits.

1.12. BOARD INTERACTION WITH LEGAL COUNSEL

The Board shall:

- 1.12.1. Make all decisions regarding retaining, employing, and discharging attorneys for the cooperative.
- 1.12.2. Reaffirm that the attorney represents the cooperative and does not represent individual directors, officers, employees, or members or affiliated entities of the cooperative, unless the Board consents to such representation and the attorney has complied with applicable conflict of interest requirements.
- 1.12.3. Require the attorney to keep the Board and the General Manager informed of matters for which the attorney is providing legal services.
- 1.12.4. Require the attorney to report evidence of any actual or intended material violation of law or material breach of duty that would likely cause substantial harm.
- 1.12.5. Oversee the election process on behalf of the Board of Directors consistent with the Bylaws, Policies and adopted Guidelines, and assist management, and the Election Governance Committee as necessary to ensure a full and fair election for board positions and any proposals offered by the membership or otherwise.

1.13. BOARD NOMINATIONS AND THE ELECTIONS & GOVERNANCE COMMITTEE

Nominating the best qualified Directors is essential to OPALCO and its members. To oversee the recruitment of strong Director candidates, the Bylaws have established an independent Elections & Governance Committee (EGC). The EGC serves to independently identify, interview and recommend to the Cooperative's membership high quality candidates to run for election to the Board of Directors. The Bylaws require that the EGC is made up of a representative group of members, preferably three from each of three districts as defined by the San Juan County Council. To foster independence, no current Director or Officer of the Cooperative may serve on the EGC, nor may any current employee of the Cooperative or its subsidiary serve on the EGC. The Board of Directors shall use its best efforts to ensure that the EGC has a full membership each year. This policy does not supersede any requirement in OPALCO Bylaws or Articles of Incorporation, or other applicable state or federal requirements.

Elections & Governance Committee Purpose

To facilitate the ability of the membership to elect board members who are most qualified and appropriate to serve in the best interests of OPALCO as a member-owned non-profit cooperative. The EGC will:

- 1.13.1 Actively cultivate qualified candidates on an ongoing basis to fill upcoming board positions.

- 1.13.2 Review candidate qualifications based on the ideal collective criteria for the Board as a whole and consistent with the bylaws.
- 1.13.3. From time to time, at Board's request, make recommendations to update elections, Board compensation and governance policy.
- 1.13.4. Work with the General Counsel to determine whether Candidate Applicants satisfy the qualifications to be eligible for election as a director, as established by the Bylaws.
- 1.13.5. Recommend a slate of Qualified Candidate Applicants
- 1.13.6. Announce the election results at the Annual Meeting

1.14. GENERAL MANAGER

The Board selects the General Manager, and regularly evaluates performance, and sets his compensation.

1.14.1. Board Interaction with General Manager

- 1.14.1.1. The Board will direct the General Manager to achieve specific results within the restraint of specific limitations. He is authorized to make all further decisions, take all actions, and establish all practices to achieve these specified results that do not transgress the limitations imposed.
- 1.14.1.2. The Board may change its policies and thus the expectations or limitations imposed on the General Manager. So long as any particular delegation is in place, the Board members will respect and support the General Manager's choices.
- 1.14.1.3. All Board authority, that is delegable, is delegated through the General Manager. The General Manager is to be considered the only employee of the Board.
- 1.14.1.4. Only decisions of the Board acting as a body are binding upon the General Manager.
- 1.14.1.5. Decisions or instructions of individual Board members, officers, or committees are not binding on the General Manager except in circumstances where the Board has specifically authorized such exercise of authority.
- 1.14.1.6. In the case of Board members requesting information or assistance without Board authorization, the General Manager can refuse such requests that require in his judgment a material amount of staff time or funds or are disruptive.

1.14.2. General Manager Relationship Review

The Board shall ensure that the General Manager knows and understands the expectations and limitations it has placed on discretionary decision making. These expectations and limitations shall be identified in approved policies or directives. Such policies and directives shall be used as the foundation for the annual appraisal of the General Manager's performance.

1.15. BOARD SELF-EVALUATION

The Board shall complete an annual self-evaluation of its performance and accomplishments in relation to the goals and mission of OPALCO, to confirm its compliance with all relevant policies and procedures, and to review its working methods and contribution to OPALCO.

1.16. BOARD SUBCOMMITTEES

Due to the size and nature of the Board as stated in the bylaws, subcommittees are to be minimally used.

- 1.16.1. Board subcommittees will be formed, defined, controlled, and dissolved by action of the Board;
- 1.16.2. Authority of any subcommittee will be limited to reporting findings to the Board, unless specifically authorized by the Board. No action may be taken by a subcommittee unless authorized specifically or in general by the Board;
- 1.16.3. Board member participation in any subcommittee will be determined and controlled by the Board. There will be no more than three Board members on any subcommittee;
- 1.16.4. Employee involvement with a subcommittee will only be with the agreement of the General Manager;
- 1.16.5. The General Manager shall be kept informed of the work of the subcommittee;

- 1.16.6. Communications with employees will be copied to the General Manager.
- 1.16.7. Purpose may include a review of methods, plans, or results, propose solutions, strategic directives;
- 1.16.8. Duration of the subcommittee shall be at the pleasure of the Board.

1.17. REMOVAL OF DIRECTORS AND OFFICERS

- 1.17.1. The Bylaws provide for a process whereby a Board member may be removed in Article III, Section 6(b). The Board may adopt procedures that provide for a fair hearing and review of any allegations brought against a director, as long as such procedures are consistent with the Bylaws.
- 1.17.2. The Board of Directors may adopt a process that will allow a full and fair discussion of any motion made to remove a sitting director based upon disorderly conduct, harassment of any kind toward other directors, Cooperative staff or members, or actions that will inhibit the orderly conduct of Cooperative business. This process may include adoption of relevant rules from Robert's Rules of Order that the Board may deem applicable, or any other similar process rules that serve to implement the Bylaws as well as provide a fair hearing on the motion to remove.

1.18. BOARD MEETING RULES AND CONDUCT

The Board recognizes the importance of utilizing its time in a manner that is conducive to carrying out the responsibilities entrusted to it by the membership. In order to provide a respectful environment, and be able to effectively conduct business, the Board adopts and incorporate the following procedures adapted from Robert's Rules of Order 11th Edition "Procedures in Small Boards." These procedures are meant to facilitate open, fair and respectful discussion of all matters coming before it.

- 1.18.1. The President of the Board of Directors shall preside as Board Chair at all meeting of the Board of Directors. In the President's absence, the Vice President shall preside at the meeting of the Board of Directors.
- 1.18.2. Before speaking on any topic coming before the Board of Directors, the Board Chair shall recognize the Board member seeking to speak or make a motion.
- 1.18.3. All motions must be seconded.
- 1.18.4. At the discretion of the Board Chair, a time limit may be set for each Board member to speak to a motion. Upon expiration of the time, the Board Chair will announce said expiration, and recognize other Board members seeking to speak. The Board Chair may declare a total amount of time for discussion of a motion. Motions to close or limit discussion and proceed to a vote will be entertained.
- 1.18.5. The Board may engage in informal discussion even while no motion is pending before it. The Board Chair may declare a total amount of time for the discussion of a topic. Board members may choose to make a motion to extend discussion time if so desired.
- 1.18.6. In order to facilitate discussion, the Board Chair shall refrain from speaking to a motion until other Board members have spoken. In addition, the Board Chair shall vote last on any motion before the Board and shall refrain from offering any motions.

1.19. STANDARDS FOR USING ARTIFICIAL INTELLIGENCE

Directors are strictly prohibited from using an approved Artificial Intelligence (AI) system in a manner that has potential to harm individuals, discriminate, or violate privacy or other applicable laws. Examples of permissible use for AI include, but are not limited to:

- Using AI to independently create or finalize work that involves current or potential new intellectual property (IP) for OPALCO without human review and verification. AI tools may be used to assist in drafting or research, but all such work must be carefully reviewed, edited to ensure accuracy and protect intellectual property rights.
- Inputting any sensitive, confidential, protected, or proprietary cooperative information into public AI platforms, tools, or APIs (including those that may use submitted data to train or improve large

language models).

- Inputting any other confidential, protected, proprietary, or sensitive data into AI systems not explicitly approved for secure, internal use.

1.19.1 Data Privacy and Security: Data used to train and operate AI systems must be handled and in compliance with applicable laws, regulations, and rules to prevent unauthorized access or disclosure. Directors shall not input confidential, proprietary, or other OPALCO data into AI systems like ChatGPT, Google Gemini, or other third-party services.

1.19.2 Transparency: AI systems and models developed internally must be transparent and explainable, especially when making decisions that impact individuals or operations.

1.19.2.1 OPALCO Directors will avoid the use of “black box” models that lack transparency when contracting with potential vendors. A “black box” model is a system that does not reveal any information about its internal workings or is so complex as to not be easily interpreted by humans.

1.19.3 Intellectual Property: Directors shall not use any AI outputs that include unauthorized use of protected intellectual property, such as copyrighted or trademarked materials, that could expose OPALCO to legal liability.

1.19.3.1 Directors shall not input any information into AI systems with any of OPALCO’s intellectual property, including, but not limited to, copyrighted materials, publications, trademarks or logos. This includes intellectual property licensed from third parties that restricts its inputs into an AI system.

1.19.3.2 If a Director is uncertain about using AI impacts intellectual property rights, the Director shall consult with our legal counsel.

1.19.4 Review: This policy will be reviewed periodically and updated as needed to reflect changes in technology, regulations, or business practices.



Revision Date: November 20, 2025

Foster Hildreth, General Manager

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