



October 27, 2025: NCC's Monday Afternoon Headlines

- Thank you to Angie B., Maggie, Cody, Carrie, Stephanie, Lacey, and Ryan for helping with the ARPA Fiber Town Hall Meeting last week in Williston. We hope to schedule another one this winter sometime in Trenton and invite those involved in the West side of this project.
- Bryan B. is out today. Ryan is out today and tomorrow for the State Plant Managers Meeting. Steph H. is out Monday through Wednesday. Angela is out Tuesday through Friday. Blane is out Tuesday afternoon. Sheldon, Stephen, and Wes will be representing NCC at the STEM event in Williston for area 8th graders on Wednesday. Sheldon is out Thursday morning. Bryan D. and Weston are out Thursday. Jayme, Jilene, and Travis are out Friday.
- **It's Customer Service Week!** This week is all about celebrating the people who keep our connections strong - YOU!! Each day will bring a new way to REFRESH, RECHARGE, REFUEL, and RELAX. Get ready for a week full of gratitude, laughter, and celebration! Be sure to follow the Customer Service Week Teams channel all week. This is where you will find details for each day.
- NCC Video cutovers update - As of Friday morning October 24th, we have cut over 364 subscribers and have 247 remaining subscribers to get moved over to NCC Video+. We are on a good pace to get them all converted before December 15th.
- We will be running some NCC Video+ ads in various tactics for the next couple of months to inform customers of this new streaming TV platform that is available. Please see the email Angela sent for details. The website has been updated [nccray.com/nccvideoplus](https://www.nccray.com/nccvideoplus) and the channel lineup brochures have also been updated.
- A final notice letter will be sent today to the remaining (43) subscribers with a Static IP Internet connection that needs to be cutover to the NCC network. Remaining IPs will be split into 3 groups to create a trouble to force the customer to call in and schedule a cutover. Tentative trouble dates are: November 11th, November 25th, and December 9th.
- Bryan B., James, and Jesse are on call starting on Wednesday.
- On Wednesday, CXR's will be in Innovative UI troubleshooting training from 8:30-10 am. Phones will be turned over to ISPN, but office will remain open.
- Wednesday is billing cutoff.
- As part of our **Build for the Future** campaign, we are asking one thought-provoking question each week, and we want to hear from you! Your ideas, experiences and perspectives help shape NCC's future, and every response plays a role in strengthening who we are and how we serve. Plus, to make it fun, everyone who submits an answer will be entered into a weekly prize drawing! **This week's question:** *What is something you would change at NCC that you think would improve the future of the company?* **Submit your answer here:** <https://www.surveymonkey.com/r/98TPD9Q> . **Deadline:** Thursday, October 30th, end of day. **Winner Drawing:** Friday, October 31st. **Let's keep building a bright future together, one idea at a time!** P.S. You can submit your answer anonymously, however any entries without a name won't be eligible for the drawing.

- We will be participating in the Williston Downtowners Trail of Treats on Friday, October 31st from 3:00 – 5:30 p.m. at the downtown Williston office. We will also have treats at the office in Ray all day until 4:30 p.m. for kids to stop by and trick-or-treat. Please invite any kids and daycares you are in contact with. If you'd like to dress up in a Halloween costume, please do so.
- **Soup Cookoff & Raffle** - Acro Stars Gymnastics is having a Soup Cookoff & Raffle Friday, November 7th, from 4-8pm at The Rig in Tioga. If anyone would like to have a team please visit with Stephanie T. by the end of this week.
- 2026 Annual Enrollment information was sent out by Taryn last week. Annual enrollment closes on Wednesday, November 12th. Please communicate any changes involving the HDHP with Taryn as this affects HSA contributions and helps maintain accuracy.
- Nichole from Aflac will be in the Ray office on Monday, December 1st, and in the Williston shop and office Tuesday, December 2nd. More details to follow.

October 20, 2025: NCC's Monday Morning Headlines

- Garth is out this week. Logan is out until noon today. Jilene, Steve K., and Zach are out today. Calix ConneXions attendees including Easton, Jeff, Trisha, and Wes will be returning to work on Thursday, October 23rd, Ryan will return Wednesday, and Sheldon is out all week. Blane is out Wednesday afternoon. Todd is out Wednesday afternoon through Friday. James is out Thursday. Travis is out Friday.
- In an effort to decrease the risk of being attacked by a cybercriminal, we will no longer be sharing individual employee photos, names and titles or donations on the NCC social media pages. This includes promotions, work anniversaries, new employee announcements, etc. We will continue to include group photos of employees at community events without any names attached to them. These announcements will continue to be shared internally and in our newsletters and newspapers.
- We're kicking off our next brand value campaign – BUILD FOR THE FUTURE. This value is all about investing in our growth and development now to create lasting benefits for tomorrow. Ask yourself: *What is one word or phrase you think of when you hear "Build for the Future"?* You'll find areas set up in both Ray (office and shop) and Williston (office and shop) where you can share your answer and snag yourself a little treat. We can't wait to see your vision for the future!
- Blane, Easton, and Fred are on call starting on Wednesday.
- NCC CX Team meets on Thursday 830-930am in the Ray training room.
- Details and information for 2026 Annual Enrollment will be sent out today from Taryn. Please visit with her on any questions.
- Reminder - the Fall Flu Clinic is tomorrow in the Ray office from 2-430pm in the board room. Let Taryn know if you are interested.

- There will be an Open House for the individuals involved in the ARPA East FTTP project at the ARC on Wednesday, October 22nd from 4:30 – 6:00. The individuals involved in this project were sent a letter. Those with active service with NCC were also sent a messenger notification, call out notification, and an email invitation.
- We're excited to recognize **Customer Service Week** with all NCC employees next week from **Monday, October 27 through Friday, October 31**. This annual celebration highlights the vital role of customer service in our success—and the incredible employees who deliver that service every day. At NCC, we know that great customer experiences are fueled by great employee experiences, and this week gives us the opportunity to honor both. The theme for the week is REFRESH, RECHARGE, REFUEL, and RELAX. Employees will receive a daily **email and Teams message** each morning throughout the week with details about that day's activities. To start next week off, please join us for an employee breakfast on Monday morning. Watch for an email this week with more details!
- We will be participating in the Williston Downtowners Trail of Treats on Friday, October 31st from 3:00 – 5:30 p.m. at the downtown Williston office. We will also have treats at the office in Ray all day until 4:30 p.m. for kids to stop by and trick-or-treat. Please invite any kids and daycares you are in contact with.

October 13, 2025: NCC's Monday Morning Headlines

- Happy Birthday to Garth Vaagene on Tuesday and Jen Bingeman on Thursday!!
- The CX Committee would like to thank you for your participation in our Brand Value #1 – Care for our Neighbors campaign. We had 48 SUMBISSIONS and gave out 34 gift cards! If you received a \$50 Scheels gift card, you either submitted a co-worker as a good deed doer and/or you were nominated as the person who is the good deed doer. The grand prize winner was Carrie who was awarded \$250 cash and \$250 to donate to the charity of her choice. Every single person had a meaningful impact on this campaign whether through acts of kindness, nominations, or simply reflecting on how we show up and support one another and our communities. Thank you again for leaning into what it means to truly care for our neighbors! Watch for more information about Brand Value #2 – Build for the Future.
- Jared and Sam are out today. Jayme is out part of Tuesday. Sharon is out Wednesday morning. Fred is out Wednesday afternoon. Lacey is out part of Wednesday afternoon. Zach is out Wednesday afternoon through Friday. Jeff is out this Wednesday through next Wednesday. Tanya is out most of Thursday. Bryan B. is out Thursday. Tomi is out this Thursday through next Thursday. Easton, Jason, Maggie, and Richey are out Thursday and Friday. Trisha is out Friday morning. Angie V. is out Friday afternoon. James is out Friday. Jilene is out Friday through Monday. Calix ConneXions attendees will be leaving this weekend, returning to work on Thursday, October 23rd (unless otherwise designated next week).
- All Horizon Resources in-store charge accounts will be closed as of TODAY, October 13th. Please use Bulk cards for in-store purchases. Please ensure the receipt is itemized and that the accountants can read your handwriting in case a question arises.

- Jamie will be upgrading the Calix AXOS software for the Lignite and Marmon exchanges to release 25.2 at 1:15 am on October 14th. This upgrade will cause a service outage for about 5-10 minutes for voice, internet, and TV as the equipment reboots.
- Howard, Terry, and Travis are on call starting on Wednesday.
- Wednesday is disconnect for non-pay day.
- Annual GHP Enrollment will open mid-October through November 12th. Watch for more details from Taryn as NTCA opens this event in our participant portal. Now would be a good time to make sure you can log in and don't have any issues.
- NCC Customer Service Week will be here soon!! Watch for ALL the details later this week!
- Reminder - the Fall Flu Clinic is next Tuesday, October 21st, in the Ray office from 1-4pm in the board room. Let Taryn know if you are interested.

October 6, 2025: NCC's Monday Afternoon Headlines

- Happy Birthday to Terrance Vettleson on Wednesday and Kelly Heier on Saturday!!
- Thanks to all the FRS 5k Participants. Congratulations to Angie Viall with the fastest pace (again) of 28.25 minutes and the winner of a \$100 gift card. Please collect from Taryn.
- NCC co-sponsored the tailgate for Co-op Month before the Divide County vs. Kenmare/Bowbells/Burke Central football game on Friday night. Thanks to Stephanie T., Dina, Logan, and Sheldon J. for representing NCC.
- Zach is out Monday through Wednesday attending the CyberShare Summit. Steph H. is out Monday through Wednesday. Jayme is out this morning. Angela S., Howard, Jilene, Kevin, Kory, and Stephen are out today. Logan is out Wednesday. Jason is out part of Wednesday. Jesse is out Thursday and Friday. Sarah is out Friday.
- Interruptions due to Solar Fade may occur October 1-13, starting around 12-noon running through 5pm.
- Truck check today. Remember to bump your H2S Monitors.
- Jamie will be upgrading the Calix AXOS software for the Tioga and McGregor exchanges to release 25.2 at 1:15 am on October 7th. This upgrade will cause a service outage for about 5-10 minutes for voice, internet, and TV as the equipment reboots.
- Moss Adams x Baker Tilly auditors are on site in Ray/Williston Tuesday through Thursday.
- NISC will be performing monthly maintenance on Tuesday October 7th. Please log out of iVUE on Tuesday before leaving work.
- Ed, Kory, and Logan are on call starting on Wednesday.

- Blood Drive in Ray is next Wednesday, October 8th, from 12-6pm at the Ray School gymnasium. If you are interested in donating, contact Mike Weyrauch at 641-1105 or sign up at www.vitalant.org.
- The Fall Flu Clinic is on Tuesday, October 21st, in the Ray office from 1-4pm in the board room. Let Taryn know if you are interested. Williston employees – please let Taryn know if it would be helpful to have someone on site in Williston for a flu clinic.
- Annual GHP Enrollment will open in mid-October through November 12th. Watch for more details from Taryn as NTCA opens this event in our participant portal. Now would be a good time to make sure you can log in and don't have any issues.

September 29, 2025: NCC's Monday Morning Headlines

- NCC was the presenting sponsor for the Best of the Bakken Gala hosted by the Williston Herald last Thursday evening in Williston. Out of the 3 categories we received nominations in, NCC was awarded: Best of the Bakken for Best Utility Service Provider! Thank you to everyone who participated in the voting process, and more importantly, for the work you do every single day that makes NCC deserving of this award.
- Happy Birthday to Bryan Benson tomorrow!!
- Payroll is tomorrow. Please submit your time today and estimate tomorrow!
- Bryan B. is out this morning. Weston is out today. Sheldon D. and Taryn are out today and tomorrow. Tanya is out on Tuesday. Lacey is out Thursday from 8-10am. Angela and Jilene are out Thursday through Monday. Jason, Steve K., and Todd are out Friday.
- Please remember to notify the accounting department if you move inventory between the warehouses. ALL NCC Video+ inventory needs to be charged out to SOs – for internal use, employees, or customers.
- Please submit all future office supply order requests to Jayme.
- NCC will be upgrading the Calix access equipment software for the Round Prairie and Grenora exchanges to release 25.2 beginning at 1:15 am on September 30th. This upgrade will cause a service outage for about 5-10 minutes for voice, internet, and TV as the equipment reboots.
- Reminder – truck check is this week. All vehicles need to be checked.
- NCC Video+ update –
 - We have moved about 100 subscribers from NCC Video to NCC Video+. A letter is going in the mail today and a second eBlast will be sent out later this week, so we will hopefully see another surge in conversions. The codes that were emailed out initially will expire on October 6th; after this date new codes will need to be issued on a per customer basis. **We need your help!** We ask all techs in the legacy area to check the list of subscribers who need to be switched. This list is updated daily. If you don't

- remember where to find the list, please ask your supervisor. We encourage you to talk to the subscribers in your service area who are on the list, and help them if needed.
- If you have not switched to NCC Video+, please do so ASAP as your NCC Video subscription will soon be disconnected. New codes were just sent out to the email address you used for NCC Video.
 - NCC Video+ is now available in WAFEW area. All inquiring subscribers must be verified as a fiber customer so we aren't selling video to those who are on a copper connection. We have been told that they would not have the same video experience as those on fiber.
 - Additional customer notifications planned: bill insert in their November statement, bill insert in their December statement, bill messages and door hangers. Channel lineup brochures are in each office.
- Scott, Steve H., and Zach are on call starting on Wednesday.
 - All managers and supervisors will be in the board room all day Wednesday for the yearly managers' retreat.
 - Video interruptions due to Solar Fade may occur October 1-13, starting around 12-noon running through 5pm.
 - Jane Wigen, our NTCA Member Relations Manager, will be onsite on Thursday, October 2nd, for Annual Enrollment and benefit update. She will be in Ray at 8am for the first presentation and again at 10am in the break room. One on one time will be limited with Jane that day so please let Taryn know if you need some.
 - The Ray Chamber is hosting a Casserole Cookoff at the Ray Auditorium on Saturday, October 11th. If anyone is interested in participating on behalf of NCC, please talk to Stephanie T. before October 2nd for further details.
 - NCC is co-sponsoring the tailgate party at the Divide County vs. Kenmare/Bowbells football game Friday night in Crosby and the Ray – PL Outlaws vs. Stanley football game Friday night in Ray.
 - Blood Drive in Ray is next Wednesday, October 8th, from 12-6pm at the Ray School gymnasium. If you are interested in donating, contact Mike Weyrauch at 641-1105 or sign up at www.vitalant.org.
 - **SAVE THE DATE** – NCC Employee Winter Social on Saturday, January 24th at the Grand Williston. This event is for NCC employees and their spouse/significant other. More details coming soon.

September 22, 2025: NCC's Monday Morning Headlines

- Happy Birthday to Logan Osvold on Wednesday and Sam Bontrager on Friday this week!

- Thank you to Stephanie T., Carrie, Trisha, Sarah, Angie V., and Maggie for helping with the TACO 'BOUT Health Tailgate Party before the Ray-Powers Lake Outlaws vs. Tioga Pirates football game this past Friday in Ray.
- Courtney and Stephanie T. are out through Wednesday attending the Pivot Forward Conference. Tanya, Angie V., and Lydia are out through Thursday attending the NISC MIC. Scott and Stephen are out today. Jilene is out at 330pm today for a dental appointment. Sheldon D. is out Thursday and Friday. Jeremy and Weston are out Friday.
- NCC Video+ update – We had an excellent first week of conversion. Thank you to everyone who is playing a part in getting these customers moved to the new app! The website page has been updated www.nccray.com/nccvideoplus and has How To guides, video tutorials, channel lineup, packages, pricing, etc. Printed brochures have been ordered and will be distributed once they arrive. All NCC Video customers will be sent a series of notifications: letter, another email reminding them that their code will expire, bill insert in their November statement, bill insert in their December statement, bill messages, and door hangers.
- NCC will be upgrading the Calix access equipment software for the Powers Lake, Flaxton, and Bowbells exchanges to release 25.2 beginning at 1:15 am on September 23rd. This upgrade will cause a service outage for about 5-10 minutes for voice, internet, and TV as the equipment reboots.
- Blane, Brian R., and Stephen are on call starting on Wednesday.
- FRS 5K run/walks are scheduled for Monday, September 22nd and Thursday, September 25th in Ray and Wednesday, September 24th in Williston. Start time for each date is 4pm. Please submit time and picture to Taryn if you want to do the race but are unable to make one of these group dates and times.
- NCC is the presenting sponsor for the Best of the Bakken Gala hosted by the Williston Herald on Thursday evening in Williston.
- The NCC Clothing Store is open through Friday, September 26th. The link for the store is: <https://niscstore.mybrightsites.com>. Reach out to Jilene if you have any questions.

Reminders:

- ✓ If you don't receive an email confirmation for your order within a few minutes of placing it, the order was not completed. A confirmation number will also show on your screen as soon as your order is placed.
- ✓ If you access the link from a computer, after you log in with the link on the upper right, "NORTHWEST NCC" will show in red in the upper center of the screen. You can hover your mouse over that and then click on "Men's Apparel..." or "Ladies Apparel..." or view the entire store by clicking on "NORTHWEST NCC".
- ✓ When accessing on a mobile device, tap the 3 bars on the top left, log in, tap the 3 bars again, and you'll see "Men's Apparel..." and "Ladies Apparel..." in the center to tap on.
- ✓ Leave the shipping address as is. All items get shipped in bulk to Jilene, and will be dispersed to each employee once received.
- ✓ If you use a personal card for any balance owed, be sure to input your billing address where specified.

- Billing cutoff is Friday.
- Jane Wigen, our NTCA Member Relations Manager, will be onsite on Thursday, October 2nd, for Annual Enrollment and benefit update. She will be in Ray at 8am and in Williston later that day. Once a timeline is firmed up, communication will be sent out.
- The Ray Chamber is hosting a Casserole Cookoff at the Ray Auditorium on Saturday, October 11th. If anyone is interested in participating on behalf of NCC, please talk to Stephanie T. before October 2nd for further details.
- NCC will be teaming up with area co-ops for a tailgate before the Divide County Maroons vs. Kenmare/Bowbells Honkers football game on Friday, October 3rd, in Crosby. If you are available to help with this event, please visit with Stephanie T.
- The Fall Flu Clinic is on Tuesday, October 21st, in the Ray office from 1-4pm in the board room. Let Taryn know if you are interested. Williston employees - please let Taryn know if it would be helpful to have someone on site in Williston for a flu clinic.

September 15, 2025: NCC's Monday Morning Headlines

- Happy Birthday to Kevin Mattox on Thursday and Ryan Olson on Saturday this week!
- Brian R. and Ryan are out this week. Jeremy is out through Wednesday. Sarah is out Wednesday. Angela is out most of Wednesday. Scott and Stephen are out Wednesday through Friday. Lacey is out Thursday. Ed is out Thursday and Friday. Jeff is out Thursday through Monday. Jilene, John, and Kevin are out Friday. Jason and Richey are out Friday afternoon.
- Today is Disconnect for Non-pay Day (DNP).
- NCC Video+ meeting for employees in Williston tomorrow at 8am at the Williston shop location.
- NCC Video+: The URL to stream via a browser is <https://streaming.nccnd.tv/iptv/>. The page on our website is live - <https://nccray.com/nccvideoplus/>.
- NCC will be upgrading the Calix access equipment software for the Crosby, Noonan, and Columbus exchanges to release 25.2 beginning at 1:15am on Wednesday, September 17th. This upgrade will cause a service outage for about 5-10 minutes for voice, internet, and TV as the equipment reboots.
- Bryan D., Easton, and Weston are on call starting on Wednesday.
- Thursday is the next NCC CX Team meeting from 8:30-9:30 am in the Ray training room.
- NCC and Tioga Medical Center will be teaming up for a TACO 'BOUT Health Tailgate Party before the Ray-Powers Lake Outlaws vs. Tioga Pirates football game this Friday,

September 19th, in Ray beginning at 5:30 pm. If you are available to help with this event, please visit with Stephanie T.

- FRS 5K run/walks are scheduled for Monday, September 22nd and Thursday, September 25th in Ray and Wednesday, September 24th in Williston. Start time for each date is 4pm. Please submit time and picture to Taryn if you want to do the race but are unable to make one of these group dates and times.
- The NCC Clothing Store is open through Friday, September 26th. The link for the store is: <https://niscstore.mybrightsites.com>. Reach out to Jilene if you have any questions.

Reminders:

- ✓ If you don't receive an email confirmation for your order within a few minutes of placing it, the order was not completed. A confirmation number will also show on your screen as soon as your order is placed.
 - ✓ If you access the link from a computer, after you log in with the link on the upper right, "NORTHWEST NCC" will show in red in the upper center of the screen. You can hover your mouse over that and then click on "Men's Apparel..." or "Ladies Apparel..." or view the entire store by clicking on "NORTHWEST NCC".
 - ✓ When accessing on a mobile device, tap the 3 bars on the top left, log in, tap the 3 bars again, and you'll see "Men's Apparel..." and "Ladies Apparel..." in the center to tap on.
 - ✓ Leave the shipping address as is. All items get shipped in bulk to Jilene, and will be dispersed to each employee once received.
 - ✓ If you use a personal card for any balance owed, be sure to input your billing address where specified.
- Jane Wigen, our NTCA Member Relations Manager, will be onsite on Thursday, October 2nd, for Annual Enrollment and benefit update. She will be in Ray at 8am and in Williston later that day. Once a timeline is firmed up, communication will be sent out.
 - NCC will be teaming up with area co-ops for a tailgate before the Divide County Maroons vs. Kenmare/Bowbells Honkers football game on Friday, October 3rd, in Crosby. If you are available to help with this event, please visit with Stephanie T.
 - The Fall Flu Clinic is on Tuesday, October 21st, in the Ray office from 1-4pm in the board room. Let Taryn know if you are interested. Williston employees - please let Taryn know if it would be helpful to have someone on site in Williston for a flu clinic.

September 8, 2025: NCC's Monday Morning Headlines

- Happy Birthday to Maggie Albrecht on Tuesday!!
- Ryan is out for the next 2 weeks. Brian R. is out until September 22nd. Blane is out today. Taryn is out Monday afternoon through Thursday for the SHRM State Conference. Blane is out Tuesday afternoon. Dina is out Wednesday morning. Sharon is out Thursday. Dina is out Thursday afternoon. Sharon is out Friday morning. Angela, Blane, Jilene, Stephanie, and Tanya are out Friday.
- Fred, Sheldon J., and Travis are on call starting on Wednesday.

- CXR Department meeting is on Thursday from 830-10am in the Ray Training Room. Phones will be turned over to ISPN.
- NCC and Tioga Medical Center will be teaming up for a TACO 'BOUT Health Tailgate Party before the Ray – Powers Lake Outlaws vs. Tioga Pirates football game on Friday, September 19th, in Ray beginning at 5:30 pm. If you are available to help with this event, please visit with Stephanie.
- Jane Wigen, our NTCA Member Relations Manager, will be onsite on Thursday, October 2nd, for Annual Enrollment and benefit update. She will visit both the Ray and Williston offices.
- NCC will be teaming up with area co-ops for a tailgate before the Divide County Maroons vs. Kenmare/Bowbells Honkers football game on Friday, October 3rd, in Crosby. If you are available to help with this event, please visit with Stephanie.
- The Fall Flu Clinic is on Tuesday, October 21st, in the Ray office.

September 2, 2025: NCC's Tuesday Afternoon Headlines

- Happy Birthday to Sharon Grover on Saturday!!
- Jared and Kory are out this week. Ed is out today and tomorrow. Sam, Scott, Stephen, and Steve H. are out today. James and Sheldon D. are out this morning. Garth is out this afternoon. Jeremy and Tomi are out Wednesday. Sharon is out Wednesday afternoon. Jerney is out Thursday morning. Brian R. is out Thursday through Monday, September 22nd. Bryan B. is out Friday. Jason and Richey are out Friday afternoon. Ryan will be out on medical leave starting next Monday, September 8th, for 2-6 weeks.
- Truck check today. Bump your H2S Monitor.
- NISC will be doing monthly patching Tuesday evening 9/2/2025. Please remember to log out of iVUE before leaving today.
- James, Jesse, and Terry are on call starting on Wednesday.
- Policy 309 has been updated and is available to view on the employee intranet.
- Jane Wigen, our NTCA Member Relations Manager, will be onsite on Thursday, October 2nd, for Annual Enrollment and benefit update. She will visit both the Ray and Williston offices.
- The Fall Flu Clinic is on Tuesday, October 21st, in the Ray office.

August 25, 2025: NCC's Monday Afternoon Headlines

- Happy Birthday to Travis Ziebarth tomorrow and Steve Hobson next Monday!!

- Garth and Lacey are out through Thursday for the GEOGRAPH User Conference. Sarah is out Monday afternoon. Ryan is out Tuesday. Sharon is out Tuesday morning. Sarah is out Tuesday afternoon. Bryan B. is out Wednesday. Dina and Sarah are out Wednesday afternoon. Bryan B. is out Thursday morning. Garth is out Friday.
- Abby Olson began last Thursday as the RHS work study student. She will be helping with office work this school year.
- Kelby Kupper is done washing cars for the summer. Mandy Haggin will once again wash cars during the school year.
- If you signed up for Fantasy Football, you should have gotten a personal email from Angie or James. If not, please reach out to Taryn.
- Logan, Zach, Howard, and Easton are on call starting on Wednesday.
- The August Board Meeting is this Wednesday at 9am.
- Wednesday is billing cutoff.
- NCC CX Team meeting is Thursday, 8:30 -9:30 am in the Ray training room.
- Payroll is on Friday. With an early closure this week, please enter and approve time daily to ensure payroll is processed on time. 8/29-8/31 will need to be estimated and entered on **Thursday**.
- We are excited to celebrate YOU at our upcoming **NCC Awards Banquet** – a special day dedicated to recognizing and rewarding the incredible people who make NCC what it is. This event is all about honoring your hard work, dedication, and years of service.

Event Details

Date: Friday, August 29th, at Noon

Location: NCC Shop wash bay in Ray (*Please enter through door #27 on the east side of the building*)

Schedule for the day

- Williston Office Closure: 11:15AM
- Ray Office Closure: 12PM
- Prime Rib & Shrimp Dinner will be served at noon
- Announcements and Awards Presentation will immediately follow the dinner

Additional Notes regarding this day

- Employee participation is expected unless other arrangements have been made.
- If possible, please use NCC vehicles and carpool from the Williston office.
- Once the banquet is over employees are off the rest of the day.
- The Board of Directors and Attorney are invited and may be joining us for this special occasion.

This is an afternoon all about you! Your commitment and contributions are the reason NCC continues to grow and thrive. We look forward to celebrating all of our achievements, milestones, and the strong connections you help build every day. See you there!

- The NCC office is closed next Monday, September 1st, for Labor Day. Enjoy your long weekend! Headlines will be published on Tuesday next week.
- Please remember to indicate on receipts/POs/Invoices the details for the expenses including the division (Ray, Williston, AFEW or ALL) as applicable.
- Engineering lunch hours:
 - Lacey & Tomi = 11:30am-noon
 - Renae & Garth = 12-12:30pm
- NCC has been nominated for Best Utility/Service Provider, Business of the Year, and Overall Customer Service in Best of the Bakken! Below are the QR and Text to Vote codes. Please go and vote and encourage others to do the same. You can vote daily through August 31st. Winners will be announced at the Black & White Gala September 25th at the Grand Williston.



Best Utility Code



Business of the Year Code

Text code to vote to **737-201-2188**

Best Utility/Service Provide: TEXT "**134**"

Business of the Year: TEXT "**135**"

Overall Customer Service: TEXT "**166**"

August 18, 2025: NCC's Monday Morning Headlines

- NCC sponsored supper and our grill at the Powers Lake Back to School Night last Thursday.
- NCC sponsored lunch on Saturday at XWA for the Make-a-Wish North Dakota Plane Pull. Thanks to Sheldon J. and Stephanie T. for grilling and serving lunch!
- NCC sponsored a hole, supper, and door prizes for the Tioga Fire Department golf tournament on Saturday.
- James is out Monday through Wednesday. Bryan D., Howard, Jen, and Kevin are out today. Richey is out this morning. Dina is out until noon Wednesday. Weston is out Wednesday afternoon through Friday. Bryan B. is out Thursday morning. Sarah is out Thursday afternoon. Lacey, Sheldon, Todd, and Trisha are out Friday.
- A few changes to TV programming/pricing:

- Effective August 15th HBO Family on Channel 503 and ThrillerMax on Channel 509 will be discontinued due to Warner Bros. Discovery sunsetting these channels. Much of the HBO Family programming will continue to be available on HBO Max which is a free app available for any NCC TV customer subscribed to HBO.
- NFL RedZone has substantially increased their cost for us to provide to our subscribers. Therefore, we need to raise our rate. Effective immediately, it will be \$55.00/season for NFL RedZone.

These changes will be included in an update to our channel lineup cards that will be printed and found on our website.

- Today is DNP (disconnect for non-pay day).
- We will be performing software upgrades on all Juniper routers starting at 12:01 am, Tuesday, August 19th. There will be short outages of less than 10 minutes for each Williston and Epping nodes. Williston and Epping customers will see 2 short outages when the router they are connected to reboots and when Ray or Tioga routers are rebooted. The rest of NCC customers still reside on the Cisco network and should not be affected.
- Travis, Logan, Scott, and Brian R. are on call starting on Wednesday.
- If you signed up for Fantasy Football you will hear from your team commissioner this week. Information will be provided on the app needed and when the draft will occur.
- NCC has been nominated for Best Utility/Service Provider and Business of the Year in Best of the Bakken! Below are the QR and Text to Vote codes. Please go and vote and encourage others to do the same. You can vote daily through August 31st. Winners will be announced at the Black & White Gala September 25th at the Grand Williston.



Best Utility Code



Business of the Year Code

Text code to vote to **737-201-2188**

Best Utility/Service Provide: TEXT **"134"**

Business of the Year: TEXT **"135"**

- It's unlikely NCC will renew the Slack subscription when it's due at year end. Please be mindful of anything you need to save in slack and start migrating all groups and correspondence through Teams.

August 11, 2025: NCC's Monday Afternoon Headlines

- Happy Birthday to Director Roger Manger today, CXR Angela Brackey on Thursday, and Director AJ Cvancara on Saturday!!
- NCC sponsored the 1000 burger feed at the Chokecherry Festival in Williston on Friday night. Thank you to those who helped: Ryan, Brian R., Cody, Carrie, Jeremy, Courtney, Stephanie T., Tomi and his wife, Sarah, Jayme, Beth, and Howard. Also, thank you to those who helped load and unload all of the items needed for the day!
- NCC sponsored the food and grill at the Tioga Drone camp this past weekend.
- Thanks to Dean and his wife, Ronda for driving the NCC vehicle in the Bowbells Hoedown parade this past Saturday.
- Bryan B., Ed, and Jesse are out today. John and Richey are out Tuesday. Sharon is out Tuesday morning. Ryan is out Wednesday through Friday. Jared is out Thursday. Bryan D. and James are out Thursday and Friday. Jason, Jesse, Sheldon, and Travis are out Friday.
- Truck check and bump H2S monitors today.
- FANTASY FOOTBALLERS!! Please let Taryn know by Tuesday if you are interested in fantasy football!
- The NCC Summer Sun & Fun event is tomorrow, August 12th, at the Ray Golf Course. We will begin announcements for golf at 3:20 p.m. so that we can start promptly at 3:30 p.m. to ensure we are done golfing near the time our families arrives. Bunco will be played in the clubhouse for those who don't want to golf. Supper begins at 6:00 pm and families are welcome at that time. There will be prizes and fun! If you didn't sign up to attend and can now join us, please let Stephanie know ASAP.
 - **Williston office closes at 2:15pm. Ray office closes at 3:00pm.**
 - **Arrive at the Clubhouse by 3:20pm!**
- Kory, Steve H., Ed, and Easton are on call starting on Wednesday.
- The employee contact list has been updated. If you don't have an updated printed copy and would like one, let Jilene know. The contact list can also be found on the Employee Intranet under the Employee Info tab, scroll to the bottom, and it's labeled "Employee Contact List".
- As part of the Pivot Reinforcement Training we participate in, all employees have free access to a monthly webinar with some great topics. We encourage you to take a short amount of time each month to join them; or at least register for the webinar and they will email you the following week with a link to the recording so you can view at your own convenience. Please check out this link for webinar topics and dates [2025 Remaining Pivot Webinar Topics.pdf](#). They also create PIVOT TIPS and send via email, which are very short stories with something to learn and consider. We hope you will take advantage of the awesome learning opportunities!

August 4, 2025: NCC's Monday Morning Headlines

- Welcome to NCC, Sheldon Dacar! He joins us as our newest Network Technician.
- NCC was a sponsor for the 5th Annual Farm to Table event, hosted by the Williston Area Chamber of Commerce Agriculture Committee and the Williams County Soil Conservation District on July 18th. Thanks to Stephanie for attending and representing NCC!
- Co-op Day was held at the North Dakota State Fair on July 23rd. Thanks to Jason, Cody, Carrie, and Stephanie for representing NCC at the breakfast and the ice cream social!
- NCC provided a donation towards the Ray Grain Palace Days and the Rodeo this past weekend. Thanks to Jeremy for driving the NCC golf cart in the parade, and to Taryn and Jeremy for their help with setup and teardown of events for the weekend!
- Thanks to Carrie, Stephanie, Fred, and Howard for serving concessions on behalf of NCC at the Legion baseball tourney in Williston last week!
- Easton is out Monday through Thursday. Sarah is out for TFACC training through Wednesday. Taryn is out today and tomorrow for a conference. Angie V., Fred, John H., Kelly, Kevin, Steph H., Terry, Tomi, and Zach are out today. Sharon is out Tuesday morning. Jason is out Thursday afternoon. Dina is out Thursday and Friday. Blane, Bryan B., Renae, Steve H., Steve K., and Wes are out Friday. Fred is out Friday afternoon.
- NISC will be performing monthly maintenance Tuesday evening. Please remember to log out of iVUE.
- Brian D., James, Ed, and Brian R. are on call starting on Wednesday.
- Blood drive in Ray is this Wednesday, August 6th, noon-6pm, at the Ray Auditorium. If you are interested in donating, contact Mike Weyrauch at 641-1105 or sign up at www.vitalant.org.
- Anyone interested in doing the Bowbells parade on Saturday, August 9, *please let Stephanie T. know*.
- The NCC Summer Sun & Fun event will be on Tuesday, August 12th, at the Ray Golf Course. (We will consider rotating this to Williston next year.) Join us for employee golf scramble & fairway games, employee bunco in the clubhouse, prizes & drawings.
 - Williston office closes at 2:15pm. Ray office closes at 3:00pm.
 - Golf and activities for employees begin promptly at 3:30pm.
 - Get to know your co-workers!
 - Bring your family for fun and food! Families are invited to join us for Supper at 6:00pm.

Please RSVP by August 6th by visiting <https://forms.gle/4zcr8xLsL6kQstGH9> and filling out the form.
-  **Make-A-Wish Plane Pull & Fly-In Event!** 
We're proud to be part of the 2025 Make-A-Wish Plane Pull & Fly-In Event on **Saturday, August 16**, and we need your help!

NCC is grilling and serving the **free lunch** for all event attendees – and we’re looking for a few awesome team members to lend a hand.

♥ **When:** Saturday, August 16, 2025

♥ **Where:** Williston Basin International Airport & Overland Aviation

♥ **Time to Arrive:** Event starts at 10:00 a.m. Lunch is at Noon so employees would need to be there at 11:30 a.m.

♥ **What You’ll Do:** Help grill and serve lunch with the NCC crew!

It’s a great chance to support an amazing cause, enjoy some fresh air, and represent NCC in the community. *If you’re interested in helping out, please reach out to Stephanie.* Let’s make it a great day for a great cause! ♥

- The NCC Awards Banquet is scheduled for Friday, August 29th, at noon. Further details to come later this month.
- ♥ **Keep the Kindness Coming** ♥
The NCC CX Team Brand Value Campaign is going strong!
Remember to keep the good rolling and submit a story about a good deed – whether you witnessed it or did it yourself.
♥ Submit your nomination by clicking here <https://www.surveymonkey.com/r/RS7RD5B>
♥ All good deed doers get a prize (one prize per person) and will be entered into the grand prize drawing at the end of the contest.
♥ Submit as many stories as you would like!
♥ Contest ends on September 30th

July 28, 2025: NCC’s Monday Morning Headlines

- Happy Birthday to Sarah Knox on Saturday and Easton Walby on Sunday!
- Angela S. is out this morning. Jilene leaves at 3pm today. Bryan D. is out today. Maggie is out Monday and Tuesday. Tanya is out Tuesday afternoon. Tanya is out Wednesday morning. Ryan and Weston are out Wednesday through Friday. Tanya is out Thursday morning. Zach is out Thursday and Friday. Fred and James are out Friday. Jilene is out Friday afternoon.
- The Williston downtown office lobby area, conference room, and hallway are getting a facelift with some new paint and window wraps. Signs have been made to hang up at the office there.
- JSI, a consultant for NCC is working with Williston Static IP Internet customers to get them cutover to the NCC network. They do need to communicate with the customer via email to coordinate details. The email appears to be from NCC with the email address of NCC Static Helpdesk static_helpdesk@nccnd.com. We’ve had some customers question if it was spam. Please refer to the email Angela sent to all employees on 7/21 for more details on the Static IP cutover notification from NCC.
- We will be doing emergency maintenance tonight to fix Epping TV.

- NCC will be upgrading the Calix access equipment software for the Crosby, Noonan, Westby, & Columbus exchanges to release 25.2 beginning at 1:15am on July 29th. This upgrade will cause a service outage for about 5-10 minutes for voice, internet, and TV as the equipment reboots.
- Tuesday is the next NCC CX Team meeting in the training room (Ray) from 8:30-9:30am.
- Billing cutoff is Tuesday.
- Blane, Kory, Howard, and Brian R. are on call starting on Wednesday.
- CXR Department meeting is Thursday 8:30-10:00am in the training room (Ray). Phones will be turned over to ISPN.
- The NCC Clothing Store is open through Thursday, July 31st. The link for the store is: <https://niscstore.mybrightsites.com>. Reach out to Jilene if you have any questions.

Reminders:

- ✓ If accessing the link from a computer, after you log in with the link on the upper right, "NORTHWEST NCC" will show in red in the upper center of the screen. You can hover your mouse over that and then click on "Men's Apparel..." or "Ladies Apparel..." or view the entire store by clicking on "NORTHWEST NCC".
- ✓ When accessing on a mobile device, tap the 3 bars on the top left, log in, tap the 3 bars again, and you'll see "Men's Apparel..." and "Ladies Apparel..." in the center to tap on.
- ✓ Leave the shipping address as is. All items get shipped in bulk to me, and I will disperse orders to each employee once received.
- ✓ If you use a personal card for any balance owed, be sure to input your billing address where specified.
- Calls between Portal and North Portal, Canada are no longer a local call. Calls made to North Portal will require our Portal customers to use a dial 1+ as it is now a long distance call and long distance charges associated with these calls will be billed accordingly. A bill message will be included on the Portal customer's August statement from NCC to notify them.
- We will soon be ready to transition Nemont Long Distance customers over to NCC Long Distance. All Nemont Long Distance customers will receive notification via a bill insert and bill message in their August statement from NCC. Once we have a date for this to happen, we'll share that; but, wanted to provide customer notification before it happens. Their LD rates should remain the same for now. Angela will email the bill insert and bill message to employees for reference.
- **H2S Training:**
TrainND in Williston (1-5pm)
August 6: Ryan Olson, Tomi Roinila, Stephen Manning, Howard Van Pelt, Weston Esterby, Wes Slade
- The NCC Summer Sun & Fun event will be on Tuesday, August 12th, at the Ray Golf Course. (We will consider rotating this to Williston next year.) Games and activities will be available in and outside the clubhouse for anyone who doesn't want to golf. There will be games/prizes on some of the holes for those golfing. More details coming soon!

- Williston office closes at 2:15pm. Ray office closes at 3:00pm.
- Golf and activities for employees begin at 3:30pm.
- Get to know your co-workers!
- Bring your family for fun and food! Families are invited to join us for Supper at 6:00pm. The golf course has agreed to have steak, hamburgers, and hot dogs; baked potato, lettuce salad, and a dessert. They need a count of how many of each meat before August 7th. (Information on signing up will be shared soon!) Inflatables will be set up for the kids.

July 21, 2025: NCC's Monday Afternoon Headlines

- Welcome to NCC, Bunker Hill! He joins us as our newest Construction/Utility Technician.
- Happy Birthday to Kory Olson on Sunday!!
- Maggie and Angie are out all week. Jamie, Jared, Jilene, and Steve K. are out today. Dina and Sharon are out Monday and Tuesday. Jason is out Wednesday for the ND State Fair Coop Feed. Weston is out Wednesday. Dina and Sarah are attending OMAM in Bismarck on Thursday and Friday. Tanya is out Thursday and Friday. Travis is out Friday.
- NCC will be upgrading the Calix access equipment Software for the Epping, Alamo, & Wildrose exchanges to release 25.2 starting at 1:15am on July 22nd. This upgrade will cause a service outage for about 5 - 10 minutes for voice, internet, and TV as the equipment reboots.
- **H2S Training:**
TrainND in Williston (1-5pm)
July 23: Brian Riely, Renae Slade, Scott Copenhaver, Jesse Binde, Fred Schindler, Ed Strickland, Steve Kellel
August 6: Ryan Olson, Tomi Roinila, Stephen Manning, Howard Van Pelt, Weston Esterby, Wes Slade
- Bryan B., Zach, Howard, and Easton are on call starting on Wednesday.
- NCC's July Board Meeting is this Wednesday, July 23rd, at 9am.
- Nichole from Aflac will be in Williston on Thursday July, 24th. She will be at the shop at 8am and then will go to the downtown location.
- We are continuing to send notifications to our Static IP internet customers, encouraging them to contact us and schedule a service cutover. Please see email from Angela with more details.
- We are looking for employees to help with the 1000 burger feed at the Chokecherry Festival in Williston on Friday, August 8th, from 4-8PM. Please let Stephanie know if you're interested in working at this event.

- 🎉 Good Neighbor Contest is live! One of NCC's brand values is **Care for our neighbors**. Now it's time to celebrate the ways we live that value! Share how you or a coworker went out of your way to help someone—at work, at home, or in the community. Submit as many stories as you want! 🎁 Those who have been a good neighbor or share a story about a coworker being a good neighbor will receive a \$50 Scheels gift card (one per person), and all entries are entered into a grand prize raffle of \$250 for yourself and \$250 for the charity of your choice at the end of the activity. ⓘ Deadline: September 30. Click the link <https://www.surveymonkey.com/r/RS7RD5B> to enter.



July 14, 2025: NCC's Monday Morning Headlines

- Happy Birthday to Director Lorena Lambrecht on Thursday, Sheldon Johnson on Friday, and Jared Witten on Sunday!!
- Thanks to Bryan D. for driving the NCC golf cart in the Epping Buffalo Trails Days parade this past weekend!
- Ryan is out this week. Garth is out in the afternoons this week. Ed, Fred, Jeremy, John H., and Tanya are out today. Trisha is out today and tomorrow. Sarah and Todd are out Wednesday. Dina is out Wednesday afternoon. Jeff is out Wednesday through Friday. Courtney is out Thursday and Friday. Jilene is out Friday and Monday. Brian R., James, and Tomi are out Friday. Sarah is out Friday afternoon.
- We will be performing Maintenance on IPTV in Epping tonight beginning at 1am.
- Jamie will be upgrading the Calix AXOS software for the Ray exchange to release 25.2 at 1:15 am on July 15th. This upgrade will cause a service outage for about 5-10 minutes for voice, internet, and TV as the equipment reboots.
- Tuesday is disconnect for nonpay day.
- Travis, Sheldon, Stephen, and Easton are on call starting on Wednesday.
- Please let Taryn know by **TODAY**, July 14th, if interested in the FRS 5K - This run satisfies part of our requirements for our Wellness program and is a fun event for all. Go the Distance for FRS by Registering for the Rural Run/Walk 5K! The FRS Rural Run/Walk 5K is returning for its sixth consecutive year, and we hope you join this fun event that supports FRS programs like scholarships and community grants for your community. Register with Taryn now as an individual or group for the 2025 FRS Rural Run/Walk 5K. Each registrant receives a colorful and unique t-shirt. NCC's 5K dates will be announced later but are typically held in September.
- **H2S Training** (updated from last week's headlines):

On site at NCC in Ray (8am-12pm):

July 15: Jason Hill, John Halseth, Sam Bontrager, Kory Olson, James Holmen, Blane Zeleny, Logan Osvold, Waylon Dazell, Terry Vettleson, Garth Vaagene, Jeff Robillard

July 17: Richey Hopkins, Kevin Mattox, Travis Ziebarth, Zach Essler, Easton Walby, Lacey Viall, Sheldon Johnson, Bryan Davis, Steve Hobson, Bryan Benson

TrainND in Williston (1-5pm)

July 23: Brian Riely, Renae Slade, Scott Copenhaver, Jesse Binde, Fred Schindler, Ed Strickland, Steve Kellel

August 6: Ryan Olson, Tomi Roinila, Stephen Manning, Howard Van Pelt, Weston Esterby, Wes Slade

- NCC's July Board Meeting is on Wednesday, July 23rd, at 9am. Note – it has been moved up a week from the regularly scheduled meeting date.
- We are looking for someone to drive the NCC golf cart in the Ray Grain Palace parade on Saturday, August 2nd, at 11AM. We will also be serving the 1000 burger feed at the Chokecherry Festival in Williston on Friday, August 8th, from 4-8PM. Please let Stephanie T. know if you're interested in helping with any of these events.
- 🎉 Good Neighbor Contest is live! One of NCC's brand values is **Care for our neighbors**. Now it's time to celebrate the ways we live that value! Share how you or a coworker went out of your way to help someone—at work, at home, or in the community. Submit as many stories as you want! 🎁 Those who have been a good neighbor or share a story about a coworker being a good neighbor will receive a \$50 Scheels gift card (one per person), and all entries are entered into a grand prize raffle of \$250 for yourself and \$250 for the charity of your choice at the end of the activity. 📅 Deadline: September 30. Click the link <https://www.surveymonkey.com/r/RS7RD5B> to enter.



July 7, 2025: NCC's Monday Afternoon Headlines

- Happy Birthday to Weston Esterby on Thursday!!
- Thanks to Bryan B. for driving the NCC golf cart in the Tioga Freedom Fest parade.
- Kevin, Travis, and Trisha are off this week. Jason will be in the mornings and out in the afternoons this week. Jeff and Wes are out today. Sarah is out Monday afternoon. Dina is out Tuesday morning. Jeremy is out Tuesday through Friday. Jeni s out Wednesday morning. Courtney is out Wednesday through Friday. Sharon is out Thursday morning. Steph H. is out Thursday and Friday. Dina is out Friday.
- Truck check today – remember to bump your H2S monitors.

- Terry, Kory, Scott, and Brian R. are on call starting on Wednesday.
- Allocation statements will be sent to all members in the next week or so. For those not familiar with allocation statements, the statement reports to the member their total capital credit balance (ownership in the cooperative) after 2024's year of business combined with their amounts allocated from prior years. The member is allocated their portion based on the amount of services they ordered in comparison to total services ordered for the year. For additional questions on capital credits see the website link <https://nccray.com/capital-credits/>
- We are looking for someone to drive the NCC golf cart in the Epping Buffalo Trails Days parade on Sunday, July 13th, at Noon and the Ray Grain Palace parade on Saturday, August 2nd, at 11AM. We will also be serving the 1000 burger feed at the Chokecherry Festival in Williston on Friday, August 8th, from 4-8PM. Please let Stephanie know if you're interested in helping with any of these events.
- **Please let Taryn know by Monday, July 14th, if interested in the FRS 5K - This run satisfies part of our requirements for our Wellness program and is a fun event for all. Go the Distance for FRS by Registering for the Rural Run/Walk 5K!**

The FRS Rural Run/Walk 5K is returning for its sixth consecutive year, and we hope you join this fun event that supports FRS programs like scholarships and community grants for your community. Register now as an individual or group for the 2025 FRS Rural Run/Walk 5K. Each registrant receives the colorful and unique t-shirt.

This year's 5K launched in Burlington, VT, during the NTCA HR and Benefits Conference and introduced a new competitive twist to the event. If you're up for the challenge, you can compete for one - or more! - of our four new awards:

- **Trailblazer Award:** Individual with the fastest 5K time
- **Endurance Award:** Individual with the longest uninterrupted distance covered
- **Legion Award:** Organization with the highest participation ratio
- **Territory Award:** MRM region with the most participation

To join individual competitions, participants should opt-in by clicking the link in the registration confirmation email. Companies will automatically be entered into group competitions.

- **H2S Training on site at NCC in Ray:**
July 15: Jason Hill, John Halseth, Sam Bontrager, Kory Olson, James Holmen, Blane Zeleny, Logan Osvold, Waylon Dazell, Terry Vettleson, Garth Vaagene, Jeff Robillard
July 17: Richey Hopkins, Kevin Mattox, Travis Ziebarth, Zach Essler, Easton Walby, Lacey Viall, Sheldon Johnson, Bryan Davis, Steve Hobson, Bryan Benson
July 22: Brian Riely, Renae Slade, Scott Copenhaver, Jesse Binde, Fred Schindler, Ed Strickland, Steve Kellel
August 5: Ryan Olson, Tomi Roinila, Stephen Manning, Howard Van Pelt, Weston Esterby, Wes Slade
- We are proud of the work we do at NCC-and we want the world to see it! One of the best ways to help share our story is through social media. If you are on social media, we're

inviting all employees to follow, like, and engage with NCC's social media pages. Your support goes a long way. If you haven't already, click the links below to follow us:

Facebook: <https://www.facebook.com/northwestcommunications>

Instagram: https://www.instagram.com/northwest_communications/

X: <https://x.com/NCCRay>

LinkedIn: <https://www.linkedin.com/company/11265417>

Thanks for being part of the NCC team – and for helping us stay connected both on and offline!

June 30, 2025: NCC's Monday Afternoon Headlines

- Happy Birthday to Brian Riely on Wednesday and Fred Schindler on Sunday!!
- NCC was a co-sponsor of the co-op feed last week at the UMFV. Thanks to Fred, Jilene, Renae and Wes for representing NCC.
- NCC sponsored door prizes at the Williams County Farmers Union meeting in Ray last week. Thanks to Jeremy for representing NCC.
- Bryan D. and Jilene are out this week. Jeremy is out today and tomorrow. Angela and Blane are out today. Ed, Fred, Garth, Jen, Renae, Ryan, Scott, and Sheldon. Wes is out Thursday through Monday.
- We will be moving the following Calix networks in Williston to NCC's network during a maintenance Tuesday morning starting at 12:01am on July 1st.

E_ACC_WLST_ME_RURAL (Node 201) Calix E7 Networks

This will involve moving about 1150 subscribers in the E_ACC_WLST_ME_RURAL ring (ONT and Copper sub) off the Nemont network to NCC network. We will be moving (8) Calix E7 cabinets to NCC's network to move the Internet services. Voice will be routed back into the Nemont network until we have deployed a new switch option later this summer.

Additional note from Todd: Our night cut tonight should bring the remainder of the DHCP broadband subs over from Nemont to NCC's network in Williston. All voice customers will remain on the Nemont Williston switch until we have our new cloud switch service operational.

- Bryan B., James, and Jesse are on call starting on Wednesday.
- NCC is closed Friday, July 4th. Enjoy your Independence Day!
- The NCC Clothing Store will open later this week or early next week. iGEAR is working on updating some clothing item options. Jilene will send an email when it is open and available to browse and shop.
- NDSF co-op day coupons are available in both offices.

June 23, 2025: NCC's Monday Morning Headlines

- Welcome Angela Brackey to the NCC family! Angela is our new CXR and she started last Thursday.
- Thank you to everyone for your help with the Annual Meeting! We especially appreciate all of the pre and post work done to make this event happen. Jilene emailed the stats to all employees last Thursday. The annual meeting booklet can be found on our website at nccray.com/annualmeeting for any customer who might have missed the meeting and would like to see it. Photos from the meeting can be found here: H:PHOTO SHARE/2025 Annual Meeting photos or by visiting this dropbox link:
<https://www.dropbox.com/scl/fo/dbmopvrdg67ou7yiu8h4g/AH-gePWlzccdmboiRKK1Yas?rlkey=mlodin9kfcniws1w14ks81ay4&st=qa4hly4l&dl=0>
- Events:
Crosby Ag Open was held last Thursday
 - NCC was a hole sponsor and provided door prizes.
 - Stephanie and Carrie served brats.Divide County Fair was held this past weekend
- NCC sponsored the Ranch Rodeo and provided a sponsorship to the 4-H premium sale.
- Bryan Davis drove the NCC golf cart in the parade.
- Todd is on vacation this week. Logan and Steph H. are out Monday. Dina is out most of Tuesday. Bryan B. is out Tuesday afternoon. Sarah is out Wednesday morning. Tanya is out Wednesday. Courtney, Carrie, and Stephanie are out Wednesday and Thursday for the NDCSM in Bismarck. Bryan D. is out Wednesday through Monday. Logan is out Thursday and Friday. Angela and Blane are out Thursday through Monday. Brian R., Sarah, Terry, and Travis are out Friday. Jilene is out this Friday through July 7th.
- Please remember to enter your time daily.
- Our annual photo contest is underway. We are accepting pictures depicting this area from NCC customers to be considered for the 2026 NCC calendar. All photos submitted will be featured on NCC's Facebook page. Winning photos will be included in the 2026 NCC calendar available for customers around Thanksgiving. Please have photos sent to Stephanie T.
- We will be moving the following Calix networks in Williston to NCC's network during a maintenance Tuesday morning starting at 12:01am on June 24th.

E_ACC_WLST_ME_EU(Node 204)Calix E7 Networks

This will involve moving about 400 subscribers in the E_ACC_WLST_ME_EU ring (ONT and Copper sub) off the Nemont network to NCC network. We will be moving (10) Calix E7 cabinets to NCC's network to move the Internet services. Voice will be routed back into the Nemont network until we have deployed a new switch option later this summer.

- Tuesday, the NCC CX Team meeting is in the training room from 8:30-9:30 a.m. (please note the new meeting time).
- NISC will be on site (Ray) in the training room all day Tuesday and half the day Wednesday for customer service SIS training.
- Steve, Zach, and Ed are on call starting on Wednesday.
- NCC's June board meeting is this Wednesday at 9am.
- Wednesday is billing cutoff. Please get all orders and tickets that have been worked completed so that billing is as accurate as possible for our customers.
- NCC is a co-sponsor of the Co-op BBQ at the Upper Missouri Valley Fair in Williston on Wednesday, June 25th. It starts at 5pm and ends at 7pm or when the food is gone. This is a FREE meal – come out and enjoy!
- The NCC Clothing Store will open later this week or early next week. Jilene will send an email when it is open and available to browse and shop.
- NCC is closed next Friday, July 4th. Enjoy your Independence Day!

June 16, 2025: NCC's Monday Afternoon Headlines

- Logan is out Thursday through Monday. Jeremy and Jilene are out Thursday and Friday. Dina, Ryan, and Sheldon are out Friday.
- We will move the following Calix networks in Williston to NCC's network during a maintenance Tuesday morning starting at 12:01am on June 17th.

E_ACC_WLST_ME_WU (Node 200) Calix E7 Networks

This will involve moving about 400 subscribers in the E_ACC_WLST ring (ONT and Copper sub) off the Nemont network to the NCC network. We will also move (9) Calix E7 cabinets to NCC's network to move the Internet services. Voice will be routed back into the Nemont network until we deploy a new switch option later this summer.

- NCC's Annual Meeting is tomorrow. The work schedule was handed out at the employee meetings. If you did not receive a copy, reach out to Jilene or visit with your supervisor.

ANNUAL MEETING DETAILS

- Employees are to park in the mall parking lot Tuesday when you arrive in Ray (whether it be morning or afternoon).
- Ray Outside Plant will report to the office at 3pm if service demands allow; Williston at 2:15pm.
- The Ray office will close at 3:30pm; Williston will close at 2:45pm.
- **Annual Meeting shirts and name badges must be worn.**
- Employees will eat from 4-4:45pm.
- Dinner will be served from 4:45-6pm.

- There will be a post-meeting gathering at the Ray Golf Course clubhouse for all employees and directors. Spouses/significant others are welcome. Snacks and beverages will be provided.
 - Employees will be paid through the time they leave the warehouse after the meeting (**Annual Meeting time 6722.2 for ALL employees**).
 - NCC maintains a zero-tolerance policy—if you are driving a company vehicle, plan accordingly.
 - Please reach out to a member of the management team with any questions.
- Bryan B., Travis, and Fred are on call starting on Wednesday.
- NCC is a sponsor and has (2) tickets to the Williston Area Chamber of Commerce 'Stars of Williston' banquet on June 20th. If you're interested in the (2) tickets, please let Angela know. <https://www.willistonchamber.com/annual-awards>
- We are looking for someone to drive the NCC golf cart in the Divide County Fair parade on Saturday, June 21st at Noon. If you are interested, please let Stephanie know.
- NCC is a co-sponsor of the Co-op BBQ at the Upper Missouri Valley Fair in Williston on Wednesday, June 25th. It starts at 5pm and ends at 7pm or when the food is gone. This is a FREE meal – come out and enjoy!

June 9, 2025: NCC's Monday Afternoon Headlines

- Happy Birthday to Ed Strickland on Thursday!
- Tanya is out all week. Jared is out today. Logan is out Tuesday morning. Sarah is out part of Tuesday. Terry is off Wednesday through Friday. Dina, Logan, Lydia, Ryan, and Travis are off Friday.
- Kyla from TT&S will be in Williston this afternoon for forklift training.
- NCC is moving the voice for AFEW from Nemont's Plentywood Metaswitch switch to the Williston Metaswitch switch. This will be a very short outage.
- The following Calix networks in Williston will be moved to NCC's network during a maintenance tonight at 12:01am on June 10th.
E_ACC_WLST (Node 203) Calix E7 Networks
This will involve moving about 700 subscribers in the E_ACC_WLST ring (ONT and Copper sub) off the Nemont network to NCC's network. We will be moving (9) Calix E7 cabinets to NCC's network to move the Internet services. Voice will be routed back into the Nemont network until we have deployed a new switch option later this summer.
- Blane and Kory are on call starting on Wednesday. Howard will be on call starting on Wednesday for Williston.
- Employee meetings: in Williston on Wednesday, June 11th, at 8:00 a.m. at the Williston shop; in Ray on Monday, June 16th, at 8:00 a.m. in the breakroom at the Ray office.

- NCC is sponsoring the Hydration Station for the CHI St. Alexius Sugar Bust 5k on Saturday, June 14th, in Williston. Included in our sponsorship is free registration for 2 runners. Please let Stephanie know if you're interested in participating.
- NCC's Annual Meeting is next Tuesday, June 17th!! Preparations are well underway and the work schedules for that evening will be shared at the upcoming employee meetings. If you have any questions, please visit with your supervisor.
- NCC is a co-sponsor of the co-op feed at the Upper Missouri Valley Fair in Williston on Wednesday, June 25th. If anyone would like to help with that event, please let Stephanie know. It generally begins at 5:00 and lasts until the people stop coming through the line or the food is gone.

June 2, 2025: NCC's Monday Afternoon Headlines

- Congratulations to Jon Moberg on his retirement today!! We wish you well in your future endeavors!
- Welcome to our summer interns: Ryne Skabo in the network department and Dylan Pittsley in OSP.
- Happy Birthday to Courtney Olson this Saturday!
- Garth, Scott, and Steve are out this week. Angela and Lydia are out today. Jeremy and Trisha are out Tuesday. Bryan D. is out Tuesday through Friday. Todd is out Wednesday. Dina and Tanya are out Wednesday morning. Sarah and Sharon are out Thursday morning. Tanya is out Thursday afternoon. Angela and Jilene are out Thursday and Friday. Ryan is out Friday.
- Truck check today and remember to bump your H2S monitors.
- The FRS Youth Tour is this week in Washington, DC. NCC's sponsored student is Molly Wright from Zahl. She is a student at Grenora Public School and just finished her freshman year.
- We will be moving the following Calix networks in Williston to NCC's network during a maintenance tonight at 12:01am on 6/3: **1. E_ACC_WLST_CO(Node 100) Calix E7 Networks**
This will involve moving about 700 subscribers(ONT and Copper sub) off the Nemont network to NCC network. The Calix access equipment E7-20 will be moved to NCC's network along with the Internet services. Voice will be routed back into the Nemont network until we have deployed a new switch option later this summer.
- Night cut for road moves for South Epping, including SIRN Tower, State Radio, and Nemont/AT&T will likely be Tuesday or Wednesday night pending construction progress.
- Bryan B. and James are on call starting on Wednesday. Jesse will be on call starting on Wednesday for Williston.

- Blood drive in Ray is this Wednesday, June 4th, noon-6pm, at the Ray Auditorium. If you are interested in donating, contact Mike Weyrauch at 641-1105 or sign up at www.vitalant.org.
- NCC is sponsoring the Hydration Station for the CHI St. Alexius Sugar Bust 5k on Saturday, June 14th, in Williston. Included in our sponsorship is free registration for 2 runners. Please let Stephanie know if you're interested in participating.
- NCC is a co-sponsor of the co-op feed at the Upper Missouri Valley Fair in Williston on Wednesday, June 25th. If anyone would like to help with that event, please let Stephanie know. It generally begins at 5:00 and lasts until the people stop coming through the line or the food is gone.

May 27, 2025: NCC's Tuesday Afternoon Headlines

- Happy Birthday to Director Nate Jepsen this Saturday!
- Steve H. is out this week and next week. Sheldon is out today. Jesse is out today and tomorrow. Trisha is out Wednesday morning. Jilene is out Thursday and Friday. Angie, Jayme, Jen, Jeremy, and Maggie are out Friday. Angela is out Friday through Monday.
- We are soon ready to begin moving Williston Internet customers over to the NCC network involving a node and group of customers a week for the next 6 to 7 weeks. The plan is to move the first node the morning of May 28th (night of Tuesday the 27th). We will be notifying the customers via an On Demand message through email that this will be happening (once last Friday and another today – Tuesday). Also, a letter is being sent to all Static IP customers asking them to contact us to get their Internet switched over to NCC. JSI will be handling the Williston static IP subscribers and Jared will be handling Ambrose, Fortuna, and E. Westby static IP subscribers internally. Please refer to the email Angela sent on Friday for more details.
- We will be moving the following Calix networks in Williston to NCC's network during a maintenance tonight at 12:01am on the 28th. This will involve moving about 115 subscribers (ONT and Copper sub) off the Nemont network to NCC network. The Calix access equipment (C7's & E7's) will be moved to NCC's network along with the Internet services. Voice will be routed back into the Nemont network until we have deployed a new switch option later this summer.
- Sheldon and Zach are on call starting on Wednesday. Fred will be on call starting on Wednesday for Williston.
- NCC's May Board Meeting is this Wednesday at 9am.
- Wednesday is billing cutoff.
- Keep timesheets up to date! Payday is Friday.
- **CPNI Training: a yearly requirement of ALL NCC employees must be completed by May 31st!!** Please follow the instructions below.

<https://consortiaconsulting.vids.io>

Click on "Login" in the upper left corner of the screen and use the following to login:

Email: ncc@consortiaconsulting.com (Note: This is not an actual email address, just a login for this site)

Password: NCC25

Now when you click on CPNI Videos, you'll see the promo video and the full length video titled "**CPNI Training – 4th Edition**", this is the video you will want to view. **Once you have viewed the training video please complete the acknowledgment (under menu) in Connect Financials – our payroll system.**

**Reach out to Taryn with any questions.*

- Jon Moberg's retirement celebration with donuts and coffee will take place in the break room on Monday, June 2nd, at 8am. We hope everyone can join us to celebrate!
- The next blood drive in Ray is Wednesday, June 4th, noon-6pm, at the Ray Auditorium. If you are interested in donating, contact Mike Weyrauch at 641-1105 or sign up at www.vitalant.org.
- NCC is sponsoring the Hydration Station for the CHI St. Alexius Sugar Bust 5k on Saturday, June 14th, in Williston. Included in our sponsorship is free registration for 2 runners. Please let Stephanie know if you're interested in participating.
- NCC is a co-sponsor of the co-op feed at the Upper Missouri Valley Fair in Williston on Wednesday, June 25th. If anyone would like to help with that event, please let Stephanie know. It generally begins at 5:00 and lasts until the people stop coming through the line or the food is gone.

May 19, 2025: NCC's Monday Afternoon Headlines

- Thanks to John H. and Sam for grilling at Tioga Central School, and Bryan Davis for grilling at Ray School last week...in the rain!
- Pictures from Dean's retirement party can be found on the H drive/Retirement Parties/Dean's retirement party
- Howard is out this week. Sheldon may have jury duty this week; not sure which days yet. Lydia and Kevin are out today. Jen, John H., and Sam are out this afternoon. Ryan is out Wednesday afternoon. Angie is out Thursday afternoon. John H. is out Thursday afternoon and Friday. Jared, Jeff, Ryan, Steve, Todd, Travis, Trisha, and Waylon are out Friday. Jilene is out Friday afternoon.
- Tonight we will be cutting in the DCN NNI in Williston to our Juniper network.
- Terry and Kory are on call starting on Wednesday. Ed will be on call starting on Wednesday for Williston.
- Wednesday is disconnect for non-pay day.

- NCC CX Team meeting is Thursday from 8:30-9:30am in the training room (*please notice the time change).
- NCC is closed next Monday, May 26th, for Memorial Day.
- NCC's May Board Meeting is next Wednesday, May 28th, at 9am.
- There is a Sales & Marketing email distribution group set up marketing@nccnd.com.
- All donation and sponsorship requests can be sent to Stephanie – stephaniet@nccnd.com.
- **CPNI Training:** a yearly requirement of all NCC employees- Please follow the instructions below.
<https://consortiaconsulting.vids.io>
Click on "Login" in the upper left corner of the screen and use the following to login:
Email: ncc@consortiaconsulting.com (Note: This is not an actual email address, just a login for this site)
Password: NCC25
Viewing access: **5/5/2024 – 5/31/2024**
Now when you click on CPNI Videos, you'll see the promo video and the full length video titled "**CPNI Training – 4th Edition**", this is the video you will want to view. **Once you have viewed the training video please complete the acknowledgment (under menu) in Connect Financials – our payroll system.**
*Reach out to Taryn with any questions.
- Jon Moberg will retire from NCC on Monday, June 2nd, after 14 years of service. We appreciate his dedication to NCC and NCC members and wish him well on his retirement. We will celebrate Jon in the breakroom on Monday, June 2nd, with donuts and coffee at 8am. We hope everyone can join us to celebrate!

May 12, 2025: NCC's Monday Morning Headlines

- Welcome to Stephanie Tangedal, NCC's new Marketing Representative!
- The Williston office is open to the public today!
- Thank you to Bryan D. and Cody and their families for representing NCC at the Band Day parade in Williston this weekend.
- Bryan B. is out today. Jeremy is out through Wednesday for TOC. Fred, Jayme, Jilene, and Sheldon are out through Thursday for TOC. Sharon is out through Thursday for Moss Adams Training. Dina is out all week for Moss Adams Training. Lydia and Sheldon are out Friday. Jayme is out Friday morning, Angie is out Friday afternoon.
- Jessica will be at the Ray office on Tuesday, May 13th from 8:00 – 9:00 a.m. to take pictures of anyone who missed last week or if you'd like a retake. You can view photos taken last week on the H drive/PHOTO SHARE/Employee & Director Individual Photos/2025

headshots. Be sure your shirts are wrinkle-free. No caps, please. Reminder: except for picture day DO NOT wear your Annual Meeting shirt until Annual Meeting Day, June 17th.

- Logan and James are on call starting on Wednesday. Ed will be on call starting on Wednesday for Williston.
- **CPNI Training:** a yearly requirement of all NCC employees- Please follow instructions below.
<https://consortiaconsulting.vids.io>
Click on "Login" in the upper left corner of the screen and use the following to login:
Email: ncc@consortiaconsulting.com (Note: This is not an actual email address, just a login for this site)
Password: NCC25
Viewing access: **5/5/2024 – 5/31/2024**
Now when you click on CPNI Videos, you'll see the promo video and the full length video titled "**CPNI Training – 4th Edition**", this is the video you will want to view. **Once you have viewed the training video please complete the acknowledgment (under menu) in Connect Financials – our payroll system.**
*Reach out to Taryn with any questions.

May 5, 2025: NCC's Monday Morning Headlines

- Happy Birthday to Dina Edwards and Waylon Dazell on Wednesday, Jason Hill on Thursday, and Director Troy Donnelly on Friday!!
- We gained 3825 active accounts last week! Thank you to everyone involved with the data conversion. Your dedication to NCC and our customers is unmatched.
- Jilene is out Wednesday morning. Renae is out Wednesday afternoon. Garth is out Thursday morning. Todd is out Thursday. Jen is out Thursday and Friday. James, Jon M., Kelly, and Lacey are out Friday.
- The new Williston and AFEW customers were sent an email on Friday and will be sent a letter informing them that the data conversion is complete and the transition of services will now begin. Please refer to the emails from Angela for all of the communication pieces sent to these customers.
- Truck check today and remember to bump your H2S monitors.
- We are shooting for May billing to happen early Tuesday afternoon. Please take some extra time to double-check your queues and confirm you are up to date. This month is different due to the backlog orders and tickets as well as the extra days that can now be included in the billing due to the conversion.
- Steve H. and Travis are on call starting on Wednesday. Fred will be on call starting on Wednesday for Williston.
- Individual headshot photos of all employees will be taken the following days:

Wednesday, May 7th, beginning at 7:30am in Ray. We'll start with construction and outside plant technicians, followed by office staff.

Thursday, May 8th, beginning at 3pm at the office on Main Street in Williston.

Make-up day for anyone gone these days will be **Tuesday, May 13th**, in Ray beginning at 8am. Please work with your supervisor to determine when you should get your picture taken. All employees should wear your new black NCC Annual Meeting shirt that can be obtained from Jilene. Angela will let you know via Slack on Tuesday afternoon where the photographer will be set up. Be sure your shirts are wrinkle free. No caps, please. Reminder: except for picture day DO NOT wear your Annual Meeting shirt until Annual Meeting Day, June 17th.

- Dean's retirement open house is this Wednesday 3:00–4:30pm at the NCC office in Ray. An informal employee get-together will follow at the **Ray Golf Course Clubhouse (note change of venue)**. Dean's official retirement date is May 9th.
- NCC will have an entry in the Band Day parade in Williston on Saturday, May 10th. We are looking for another person to ride with Cody on the NCC golf cart to throw out candy and fidget spinners. Parade begins at Noon at Harmon Park. Please let Angela know if you're available.
- Angela is looking for 2 people to grill at the Ray School on Friday, May 16th at about 10:30 am until all of the hot dogs are grilled. Please let her know if you're available to help.
- **CPNI Training:** a yearly requirement of all NCC employees- Please follow instructions below.
<https://consortiaconsulting.vids.io>
Click on "Login" in the upper left corner of the screen and use the following to login:
Email: ncc@consortiaconsulting.com (Note: This is not an actual email address, just a login for this site)
Password: NCC25
Viewing access: **5/5/2024 – 5/31/2024**
Now when you click on CPNI Videos, you'll see the promo video and the full length video titled "**CPNI Training – 4th Edition**", this is the video you will want to view. **Once you have viewed the training video please complete the acknowledgment (under menu) in Connect Financials – our payroll system.**
*Reach out to Taryn with any questions.

April 28, 2025: NCC's Monday Morning Headlines

- Happy Birthday to Beth Burk on Sunday!
- A BIG thank you to those that volunteered to represent NCC for the Clean Up Williston this past Saturday. Cody Hendrickson and his wife Sarah, Steve Kellel and his wife Nikki, Renae and Wes Slade and their grandson Blake! You all represent what it means to "Show the value of local" by giving of yourselves to make Williston a better place!
- Sheldon and Tanya are out today. Jon M. is out this afternoon. Blane is out Monday and Tuesday. John H. is out Tuesday afternoon. Dean and Jeremy are out Thursday and Friday.

Jason is out Thursday from 11am-2pm. Bryan D. is out Thursday afternoon. Bryan B. and Lacey are out Friday. Bryan D. is out Friday afternoon.

- It is conversion week!!
- Monday – Wednesday are NCC down days for all NISC applications. Please stay out of all iVue applications while the conversion is running. We are still on track to go live Thursday, May 1. Once we go live, you will have access to iVue again and the Nemont customer data will be available! Please see your supervisor with any questions about the timeline for this week.
- Tuesday there is a CXR department meeting from 12:30-2:00pm. Phones will be turned over to ISPN.
- Bryan B. and Zach are on call starting on Wednesday. Howard will be on call starting on Wednesday for Williston.
- April Board meeting is this Wednesday, April 30th, at 9am.
- Truck check will be next Monday, May 5th.
- Dean Rustad is retiring from NCC!! NCC will be hosting an open house on Wednesday, May 7th, 3:00-4:30pm at the NCC office in Ray. An informal employee get-together will follow at Club Ray. Dean's official retirement date is May 9th.

April 21, 2025: NCC's Monday Morning Headlines

- Congratulations to Blane Zeleny and his wife Kaitlyn! Their daughter Everleigh Louise was born on April 18th at 2:20pm. She weighed 6 pounds 14 ounces and 19.5 inches long. Baby, mom, and dad are all doing well and are home.
- Happy Birthday to Renae Slade on Wednesday, Lydia Viall on Thursday, and Jilene Zerr on Sunday!!
- Happy Administrative Professionals Day on Wednesday!!
- Angela, Blane, Maggie, Richey, and Ryan are out today. Sam is out Tuesday. Jason is out Tuesday 8am-4pm. Carrie is out Tuesday afternoon. Carrie is out Wednesday. Dean is out Wednesday afternoon. Jilene is out Thursday afternoon and Friday. Jeremy and Lydia are out Friday. Richey is out Friday afternoon. Dean is out Friday through Monday.
- Tuesday there is a CXR Department meeting in the training room from 8:30 -9:30am. Phones will be turned over to ISPN.
- Jamie and Blane are on call starting on Wednesday. Jesse will be on call starting on Wednesday for Williston.

- NCC will be working on migrating internet traffic from Ambrose, Fortuna, and East Westby Exchanges to NCC network starting with management traffic. Subscriber DHCP internet migrations should begin mid-week.
- Thursday is the next NCC CX Team meeting in the training room from 8:15-9:15am.
- Clean Williston event is being held on Saturday, April 26th, from 8am – 12pm. It would be really nice to get a group of some NCC employees signed up for a zone. If you're interested and able to commit, please let Angela know.



- Reminder to department leads to prepare this week for the NISC down days, which will happen Monday, April 28th, and Tuesday, April 29th. No iVue application will be accessible as NISC prepares for the data conversion of Nemont to NCC on Wednesday, April 30th. If you have questions, please visit with your supervisor for details on how to prepare for this.
- Next Board meeting is Wednesday, April 30th, at 9am.
- Instructions and videos to set up email on phones can be found on our website: <https://nccray.com/ncc-email-settings/>. There have been many inquiries regarding this from our newly acquired Nemont customers switching to NCC email.

April 14, 2025: NCC's Monday Morning Headlines

- If you have not submitted your Annual Meeting shirt choice and size to Jilene yet, please do so in the next hour so they can be ordered this afternoon. There are 21 remaining.
- Winners of the NCC Employee March Mania Challenge were 1st place – Dean Rustad, 2nd place – Carrie Pederson, 3rd place – Logan Osvold and winner of randomly drawn from all participants – Zach Essler. Thanks to everyone who participated and congratulations to our winners!
- Thanks to Angie who represented NCC at the Ray School STEM event last week.
- Jesse is out all week. Easton, Kevin, and Jon M. are out today. Tanya, Dina, Sharon, and Ryan are out Tuesday for NECA training at SRT. Tanya is out Wednesday for NECA Training at SRT. Jon M. is out Wednesday. John H., is out Thursday.

- Tuesday is disconnect for non-pay day.
- Sheldon and Travis are on call starting on Wednesday. Stephen will be on call starting on Wednesday for Williston.
- Wednesday – CXR department meeting 9:00- 10:00 a.m. Phones will be turned over to ISPN.
- My Money Workshops are being held Wednesday, April 16th, and Thursday, April 17th. Please visit with Taryn if you have any questions on these workshops. 301 is a prerequisite for 401. My Money 401 is available to anyone planning to retire in the next 10 years.

Day 1: April 16th, 2025 – Ray Office

- My Money 301
 - 12:00 PM – 12:30 PM Registration
 - 12:30 PM – 3:30 PM NTCA – Jane Wigen
 - 3:30 PM – 4:30 PM Fidelity Speaker – Dave Westol

Day 2: April 17th, 2025: Ray Office

- Repeat of My Money 301
 - 8:00 AM – 8:30 AM Registration
 - 8:30 AM – 12:00 PM My Money 301: NTCA & Fidelity Speaker
 - **Lunch Break**
 - 1:00 PM – 3:30 PM My Money 401: NTCA & Fidelity Speaker

(Wednesday afternoon and Thursday morning will be minimum coverage as techs attend retirement seminars.)

- NCC is closed Friday, April 18th. Happy Easter to everyone! Enjoy your long weekend!
- Dean's retirement open house will be held Wednesday, May 7th 3:00 – 4:30p.m. at the NCC office in Ray. An informal employee get-together will follow at Club Ray. Dean's official retirement date is May 9th.

April 7, 2025: NCC's Monday Morning Headlines

- Carrie and Cody are out this week attending B2B Rural Telecom Sales Seminar. Bryan B., Jilene, and Tanya are out today. Jon M. is out this afternoon. John H. and Steve H. are out Tuesday. Tanya is out Wednesday. Jilene is out late Wednesday afternoon. Blane is out Thursday afternoon. Dean and Easton are out Friday.
- Truck check today and remember to bump your H2S Monitors.
- Tuesday there is a CXR Department meeting from 8:30-9:30am. Phones will be turned over to ISPN.
- A letter and FAQ is being sent to the customers included in the ARPA grant area this week regarding pre-installations being scheduled and construction to begin this Spring. A separate letter is being mailed to the AFEW customers regarding the transfer of their Internet service to the NCC network in the next couple of weeks. Angela will email a copy of these letters to all employees.

- Bryan B. and Kory are on call starting on Wednesday. Scott will be on call starting on Wednesday for Williston.
- The next Blood Drive at the Ray School Gym is this Wednesday from 12-6pm. If you are interested in donating, contact Mike Weyrauch at 641-1105 or sign up at www.vitalant.org.

March 31, 2025: NCC's Monday Morning Headlines

- Happy Birthday to Steph Hodenfield today and Scott Copenhaver on Tuesday!!
- Blane, Bryan D., and Steve are at training in Bismarck today and tomorrow. Bryan B. is covering Steve's on-call while he's out. Sam is out Wednesday morning. Jilene is out Thursday through Monday. Jayme, Jeremy, Richey, and Tanya are out Friday.
- NISC will be doing monthly patch maintenance Tuesday night, April 1st. Please make sure you are logged out of iVue before you leave.
- On-call starting Wednesday will be determined later in the week per Ryan. Ed will be on call starting on Wednesday for Williston.
- The CXR Department meeting is Thursday from 8:30-9:30am in the training room. Phones will be turned over to ISPN during this time.
- When submitting receipts/invoices, please make sure the info is clear and legible so it's easy for everyone to read. Also, please add the following info on the receipt:
 - Division (NCC Ray, Williston, AFEW, or All),
 - Employee name/s (not just initials)
 - The purpose of the charge (e.g., office supplies, lunch, COE, advertising, etc.) unless it is obvious from the invoice.
- The next Blood Drive at the Ray School Gym is on Wednesday, April 9th, 12-6pm. If you are interested in donating, contact Mike Weyrauch at 641-1105 or sign up at www.vitalant.org.

March 24, 2025: NCC's Monday Morning Headlines

- Many Happy Birthdays this week: Carrie Pederson today, Todd Watterud Tuesday, Jamie Holmen Thursday, Director Leslie Grubb Friday, Jeremy Becker Saturday, and Taryn Bergstrom Saturday!! Enjoy your birthday week!
- Travis is out today. Richey is out this morning. Maggie is out this afternoon. Jason is out for an hour Tuesday afternoon. Todd is out Thursday. Kelly is on vacation from Thursday, March 27th, through Thursday, April 3rd. Bryan D., Dean, and John H. are out Friday. Trisha is out Friday afternoon.
- We will pause our regular Monday morning meetings for the time being. Please read the NCC Headlines for the same items that are discussed in the meetings.

- Reminder: If you use the wash bay for work or personal use, spray the floor down and squeegee the floor when finished. Do not leave the mess for someone else.
- The NCC Video was updated to the 2.35 version. Release notes can be found here: <https://mobitvhelp.zendesk.com/hc/en-us/articles/37455428604947-2-35-Feature-Summary>. A couple of the major changes include some added features:
 - MultiView allows you to watch the 4 most recently watched channels on one screen. Users can access MultiView from the main navigation. TiVo has a list of devices on zendesk that are able and unable to support the MultiView feature. The lists will not be published because they will continue to change as this feature is deployed and installed on devices that TiVo does not test against. If the device manufacturer addresses or updates their operating system or firmware, that device may move from unsupported to supported. At this time, mobile platforms, desktop browsers, Smart TVs, and KAON boxes are not supported. Newer Fire TV and Fire TV Sticks have been tested and are supported, older ones are not.
 - Sports Hub (expected to be in the next couple of weeks) is a content-first hub that contains sports-related content including Live, On Demand, Upcoming, and Recorded events. The Hub includes filters for a number of popular Sports and Leagues allowing users to quickly find sports content and events to watch. Supported platforms include: Android TV, Fire TV, Smart TV, and Desktop.
- Tuesday is the CXR Department meeting from 8:30 -10:00 a.m., phones will be turned over to ISPN.
- Travis and Steve are on call starting on Wednesday. Fred will be on call starting on Wednesday for Williston.
- The Scholarship Committee meeting and Board Meeting are this Wednesday.
- Nicole from Pivot will be at NCC on Wednesday doing call coaching training with some of the CXR team.
- Wednesday is billing cutoff.
- The Minnesota Twins baseball games will be carried on a dedicated channel, which will be channel 305 on NCC Video and channel 23 on Advanced TV. There will only be content on this channel when a game is being broadcast.

March 17, 2025: NCC's Monday Morning Headlines

- Happy St. Patrick's Day!!
- Happy Birthday to Blane Zeleny on Wednesday!!
- Howard and Lacey are out all week. Jamie, Jared, and Jon M. are out today. Angela is out Monday and Tuesday. Trisha is out Tuesday. Jason is out Wednesday morning. Jilene is out Wednesday afternoon. Construction crew will be at the Diggers Breakfast in Williston on

Thursday Morning. Logan is out Thursday and Friday. Angie, Jason, Sheldon, and Travis are out Friday. Trisha is out Friday afternoon.

- Williston employee phones have been successfully ported.
- NCC is in the process of locking all cabinets with our Master padlocks which use the 0536 key. This is being done to reduce the chance of someone getting into one of our cabinets and vandalizing or otherwise causing network problems. Please remember to lock cabinet doors when completing your work within them. Not all cabinets have locks on them yet, but will have them in the near future. If you need a key for these locks, please see Jason or Wes as they have them.
- You will need to log into <https://www.ttsafety.com/login> to print off your Defensive Driving certificate if you are interested in submitting to your personal insurance.
- Today is Disconnect for Non-pay Day.
- James and Bryan D. are on call starting on Wednesday. Fred will be on call starting on Wednesday for Williston.
- The next board meeting is Wednesday, March 26. The Scholarship Committee meets at 8:30am that morning before the board meeting.
- Please let Taryn know which My Money 301 workshop you plan to attend: Wednesday, April 16, afternoon, or Thursday, April 17, morning.

March 10, 2025: NCC's Monday Morning Headlines

- Happy Birthday to Angela Schepp on Thursday!!
- Steph and Todd are out all week. Dean is out the remainder of today. Jared is out Monday and Tuesday. Taryn is out Tuesday afternoon and Wednesday. Logan, Stephen, and Waylon are out Tuesday afternoon through Thursday for TT&S Training in Bismarck. Angela is out Tuesday through next Tuesday. Jamie is out Wednesday through Friday. Sarah is out Thursday. Lacey is out Thursday and Friday. Carrie, Courtney, Garth, John H., Kory, and Ryan are out Friday. Kevin is off early on Friday.
- Mark Pilch with AT&T will be in Williston Monday and Tuesday to port Williston employee cell phones over.
- Safety Meeting is Tuesday from 8-10am in the HQ breakroom. Topics to be covered include: Trenching/shoring, heat risks and work zone safety.
- Solar Fade interference with TV has been extended to March 11th.
- Zach and Blane are on call starting on Wednesday. Jesse will be on call starting on Wednesday for Williston.

- The NCC CX Team meeting is on Thursday in the training room from 8:15–9:15am.
- NCC Scholarships deadline is this Thursday, February 13th. Applications are available on our website: www.nccray.com/scholarships. Any questions can be directed to Jilene.
- Participate in the March Mania Employee Pick It Challenge that follows the NCAA Men's March Madness basketball tournament. Please be sure you enter the **employee contest** found at: <https://nccemployee.pickitchallenge.com/>.
- My Money Workshops are being held Wednesday, April 16th, and Thursday, April 17th. Please visit with Taryn if you have any questions on these workshops. 301 is a prerequisite for 401. My Money 401 is available to anyone planning to retire in the next 10 years.
Day 1 Wednesday April 16th.
My Money 301
 - 12:30 – 1:00 PM Registration
 - 1:00 PM – 4:30 PM My Money 301**Day 2 Thursday April 17th.**
My Money 301 & My Money 401
 - 8:00 AM – 8:30 AM Registration
 - 8:30 AM – 12:00 PM My Money 301
 - Lunch Break
 - 1:00 PM – 4:00 PM My Money 401
- Nemont will be discontinuing their email service June 1st, which means the Williston and AFEW customers will no longer have access to their nemont.net email address after that date. We've made arrangements to get them signed up for an NCC email account immediately, if they want one. Notification is being sent on a bill message on these customers' statements from Nemont and going out today. Nemont has shared that they will follow up with a letter to these customers. We will not be charging for the email address since they will be moved over as an Internet customer in the transition.

March 3, 2025: NCC's Monday Morning Headlines

- Congratulations to Zach Essler, Jon Moberg, and Ryan Olson on being recognized from TT&S for 250,000 safe driving miles. They each received a gift card and Zach was awarded a check for \$250!
- Thanks to everyone for completing Defensive Driving training!
- Steph is out Tuesday. Angela is out Tuesday afternoon. Jilene is out late Wednesday afternoon. Jared is out Thursday and Friday. Jilene and Kevin are out Friday. Jayme is out Friday afternoon.
- Truck check and bump your H2S monitor today.
- Angela emailed all employees an email signature with the new brand elements. There seems to be a black square behind the logo mark that appears after you send the email. Once that is fixed, she will resend a new email signature template. NOTE: You will

need to enter your own information in the template once it's copied and pasted into the signature box. Also, the signature template includes only our published office number. If you'd like your direct and/or mobile telephone number, please add it. Let Angela know if you have any questions.

- The March printed newsletter was mailed to customers on Friday, and can be found on our website at <https://nccray.com/who-we-are/#the-network> or by going to the ABOUT drop down menu and NEWSLETTERS. We publish a printed newsletter on a quarterly basis that gets mailed directly to customers. Williston and AFEW customers will be included once the data conversion with NISC has been completed and we have access to their mailing address in iVUE. An eNewsletter is emailed on a monthly basis to customers that we have an email address listed with NCC.
- We are in discussions with MLB network for an agreement to carry the Minnesota Twins games at a cost that is fair to our customers. In the meantime, Spring Training games are available for free on Twins TV.
- Solar Fade interference with TV is expected to last through March 8th. We may see outages when the Sun is directly in line with a Satellite dish and the Satellite orbiting above the Earth. This will affect both Advanced TV and NCC Video. It's only a prediction and subject to change.
- NISC will be doing monthly server patching on Tuesday night. Please make sure you log out of iVUE on Tuesday before you leave.
- Kory and Bryan B. are on call starting on Wednesday.
- Daylight Savings Time begins on March 9th. Be sure to set your clocks ahead Saturday night!
- NCC Scholarships deadline is next Thursday, February 13th. Applications are available on our website: www.nccray.com/scholarships.
- Participate in the March Mania Employee Pick It Challenge that follows the NCAA Men's March Madness basketball tournament. Please be sure you enter the employee contest found at: <https://nccemployee.pickitchallenge.com/>.

Men's March Mania Important Dates:

- March 16: Picks are announced
 - March 20 (five minutes before the start of the first game): Sign-ups close, and brackets lock
 - March 20-21: First Round games
 - March 22-23: Second Round games
 - March 27-28: Sweet 16
 - March 29-30: Elite Eight
 - April 5: Final Four
 - April 7: Championship
- NTCA will be onsite April 16-17 for a My Money workshop. As employees, we should be grateful for this opportunity to better understand our retirement benefits and options. I am thankful NCC is committed to investing in our Retirement plans. Everyone shall plan to

attend the My Money 301 (departments please make arrangements for coverage). The My Money 401 is for employees within 10 years of retirement (the My Money 301 is a prerequisite and you need to send Taryn two retirement day options ASAP for the registration).

Schedule

Wednesday, April 16, afternoon – My Money 301

Thursday, April 17, morning – My Money 301

Friday, April 17, afternoon – My Money 401

Please send any questions and your two retirement dates to Taryn ASAP for the registration for My Money 401. Please work out schedules for splitting up attendance at the afternoon and morning offering of My Money 301. Thanks!

February 24, 2025: NCC's Monday Morning Headlines

- Welcome Easton Walby to NCC!! He begins today as our newest Network Technician.
- Happy birthday to Angie Viall today and Bryan Davis and Richey Hopkins both on Thursday!!
- Bryan B. is out today. Jeremy is out today and tomorrow attending NTCA RTIME. Dean and Todd are out today and tomorrow. Todd is out Thursday and Friday. Jason and Travis are off Friday.
- We would like to thank the construction crew for coming to Williston last week to help with inventory and the cleaning up of the shop, it looks great! It was well overdue. Jason and crew will return today to inventory the reel yards and finish up. Jason will also be installing GPS units in the Williston trucks.
- Solar Fade interference with TV is expected to start tomorrow, February 25th, and last through March 8th. We may see outages when the Sun is directly in line with a Satellite dish and the Satellite orbiting above the Earth. This will affect both Advanced TV and NCC Video. It's only a prediction and subject to change.
- Zach and Blane are on call starting on Wednesday.
- We have maintenance planned for Round Prairie starting at 12:01 am Thursday. This will affect all services in the Round Prairie exchange. Some services may be out for up to an hour as we install new equipment.
- Join us for an Eggs-traordinary Team Breakfast on Thursday, February 27th, at 8am in the headquarters breakroom of the Ray office.
- Reminder to take the Defensive Driver Course that Taryn sent out via email on February 3rd. Please complete the course **by this Friday**. You can also submit the certificate to your personal insurance for a discount.
- The NCC Clothing Store is open through February 28th. The link for the store is: <https://niscstore.mybrightsites.com>. For further instructions, see Jilene's email sent on

February 13th. If you have difficulty accessing the store or need assistance placing your order, please let Jilene know.

February 17, 2025: NCC's Monday Morning Headlines

- Congratulations to Maggie and Carrie who won 1st place at the Ray Chamber Chili Cookoff on Friday. Thank you for representing NCC!
- Thank you to everyone who participated in the NCC Employee Pro Football Playoff Challenge. Congratulations to the winners: 1st place – Zach, 2nd place – Kelly and randomly drawn from all participants – Kevin. Next up—March Mania! Watch for details coming soon!
- Happy belated birthday to Cody Hendrickson last Monday!!
- Bryan D. and Dean are out today. Angie is out this afternoon. Those attending TT&S Conference in Bismarck Tuesday through Thursday are: Logan, Richey, Wes, Weston, and Zach. Ryan and Taryn are out for a portion of the conference Tuesday and Wednesday. Tanya is out Wednesday, February 19th through February 28th. Jayme and Todd are out Friday. Jason is out Friday afternoon.
- The construction crew will be in Williston doing inventory this week.
- We will be doing Maintenance at Ray for DCN circuits tonight. This will not be service-affecting for NCC subscribers.
- Tuesday is disconnect for non-pay day.
- Travis and Sheldon are on call starting on Wednesday.
- February Board Meeting is this Wednesday at 10am.
- Please submit/approve your time daily to give the accounting department sufficient time to review.
- Reminder to take the Defensive Driver Course that Taryn sent out via email on February 3rd. Please complete the course this month. You can also submit the certificate to your personal insurance for a discount.

February 10, 2025: NCC's Monday Morning Headlines

- WELCOME to our new Williston Employees!!
- Congrats to Carrie! She is the winner of the Superbowl Score Prediction from the Winter Social. Thanks to everyone who attended the NCC Winter Social. It was a great atmosphere to spend time with co-workers and spouses. Thank you to Angela, Maggie, Kevin, Jilene, and Sam for their help planning the event and all the work that went into it. Also, thanks to Jeremy for getting some great prizes.

- John H., Kevin, and Sarah are out today. Steve and Bryan B. are out Thursday. Jason is out Thursday and Friday. Travis is out Friday. John H. is out Friday afternoon.
- We will be doing Maintenance at RPJ for DCN circuits tonight. This will not be service affecting for DCN subscribers.
- Reminder to take the Defensive Driver Course that Taryn sent out via email last week. Please complete the course this month. You can also submit the certificate to your personal insurance for a discount.
- Tuesday is the CXR Department meeting from 830-10 am. Phones will be turned over to ISPN.
- James and Terrance are on call starting on Wednesday.
- Tioga FBLA members will be here on Wednesday to tour NCC in two groups from 10-11:15 am.
- The NCC CX Team meeting is on Thursday, 8:15-9:15am, in the training room.
- NCC has immediate openings for various positions. Please apply in writing if interested in bidding for any of the positions. If you know someone that would be a good fit for any of the positions please direct them to the website or visit with Taryn.
- FanDuel (fka Bally Sports (fka Fox Sports North)) will not be airing Minnesota Twins games this year. Before last season, there was the possibility that Bally Sports wouldn't be able to air any Twins games due to contractual issues with Diamond Sports, but that was remedied in the remaining hours before Spring Training. During this uncertainty, we were able to work with MLB to build a channel that would only air Twins games. We've been told that this temporary channel would still be the solution for video providers like NCC. This Twins channel will be activated on Advanced TV on channel 23 and on NCC Video on channel 305.
- Carrie and Maggie are representing NCC in the Chilli Cook-off this Friday.
- The deadline for both the FRS Scholarship and FRS Youth Tour application is this Friday, February 14th. The FRS Scholarship is for graduating high school seniors only. The FRS Youth Tour to Washington, DC, is for students aged 15, 16, or 17, at the time of the FRS Youth Tour June 2-6, 2025.

February 3, 2025: NCC's Monday Afternoon Headlines

- Happy Birthday to Trisha LaDue today and Director Jim Simonson on Saturday!!
- Sarah is out through Monday, February 10th. Waylon is out Monday. Bryan B. is out Tuesday. Jason is out Friday afternoon.
- Truck check today and reminder to bump H2S monitors.

- All drivers are due for defensive driving. Instructions will be sent out today. Please complete this month. You can also submit the certificate to your personal insurance for a discount.
- NISC will be doing monthly server patches on Tuesday night. Please remember to log out of iVue before you leave work Tuesday evening.
- Steve and Zach are on call starting on Wednesday.
- Blood Drive is this Wednesday, 12-6pm, at the Ray School Gym, Door 1. Sign up at www.vitalant.org or contact Mike Weyrauch at 641-1105.
- NCC's Winter Social is THIS Friday, February 7th, at the Ray Auditorium. The theme is FOOTBALL! Dress casual and wear your favorite team apparel: jerseys, sweatshirts, T-shirts, etc. There will be smoked meat, cheesy hashbrowns, and several different appetizers! Water will be supplied; if you'd like anything else to drink, please bring your own beverages. Many games will be available with optional participation and gift cards for winners! Great door prizes will be randomly drawn, and you must be present to win!
- NCC has immediate openings for various positions. Please apply in writing if interested in bidding for any of the positions. If you know someone that would be a good fit for any of the positions please direct them to the website or visit with Taryn.
- NCC Scholarships applications are available on our website: www.nccray.com/scholarships. The deadline to apply is March 13, 2025. The FRS Scholarship deadline is February 14th and must be completed online. The FRS Scholarship is for graduating high school seniors only. NCC Scholarships are available to seniors and college students. If there are any questions regarding the scholarships, please direct them to Jilene. We also have an opportunity for an all-expense paid trip to Washington D.C. for a student aged 15, 16, or 17, at the time of the FRS Youth Tour June 2-6, 2025. The deadline to apply is February 14, 2025. The information has been mailed and emailed to high schools in our service area.

January 27, 2025: NCC's Monday Afternoon Headlines

- Happy Birthday to Zach Essler on Thursday!
- Thank you to everyone who participated in the NCC employee college bowl pick-it challenge. Jason won 1st place, Jeff 2nd place, and Sarah random winner.
- Jard is out today. Sarah is out Wednesday, January 29th, through Monday, February 10th. Carrie, Dina, and Steph are off Wednesday through Friday this week. Jason is out Wednesday afternoon 1-3pm. Kevin, Travis, and Zach are out Friday. Waylon is out Friday afternoon. Jason is out Friday afternoon from 2-4pm.
- Some fiber grooming in the Smishek Lake and north area of the PL exchange will create small outages during splicing.

- NCC's Winter social is next Friday, February 7th, at the Ray Auditorium. Sign-up deadline is **TODAY!!** You can sign-up on the sheets in the warehouse break area or the office break room or **RSVP to Jilene**. With the Superbowl following 2 days later, the appropriate theme this year is FOOTBALL! Dress casual and wear your favorite team apparel: jerseys, sweatshirts, T-shirts, etc. There will be smoked meat, cheesy hashbrowns, and several different appetizers! Water will be supplied; if you'd like anything else to drink, please bring your own beverages. Many games will be available to play with participation optional and gift cards for winners! Great door prizes will be randomly drawn and you must be present to win!
- If you are participating in the NCC employee pro football pick it challenge, they've added an additional contest called the Redemption Round that involves the Superbowl game. If you'd like to participate, log into your picks page, and then scroll to the bottom to make and submit your Redemption Round picks.
- Travis and Terry will be doing fiber maintenance at RPJ tonight at 12:01 am. This is not service affecting but will affect traffic between RPJ and Nemont-Williston.
- Tuesday is billing cutoff.
- Bryan D. and Kory are on call starting on Wednesday.
- January's board meeting is on Wednesday at 10am.
- NISC is migrating NCC Secure Pay to Messenger. The phone number will change when this happens, but NCC does not advertise this number. A message will be added to the old number to prompt a caller to dial the new number and make a payment. This will happen Wednesday morning during the day. NCC will change the numbers that the call tree option 1 currently rings to at that time. The internal extension of 301 will not be available right away and will be changed later that day when Travis returns from rest time due to working maintenance the night prior.
- Wednesday night cut will only affect Nemont traffic to Bismarck. This cut will occur in the Alexander CO.
- As Angela noted this morning, there are new NCC stickers and more of the existing stickers in the mailroom for your use as needed. Please make sure that all Calix 803's, 812's, gigacenters and gigaspies get an NCC sticker applied to them upon installation or replacement. If it would be more convenient to have these stickers in the tech room, we'll make sure to have some over there as well.
- Our annual TV rate increase is set for February billing. The Economy package goes to \$69.00/mo, the Basic package goes to \$131.00/mo, and the Expanded package goes to \$156.00/mo. A reminder that these are all discounted if the customer qualifies for the Multi-Service Discount. The premium packages all stay the same. Angela will email employees the specifics and include updated channel

lineup cards (brochures) in the email. These brochures will also be updated on our website and some printed for handout, as needed.

January 20, 2025: NCC's Monday Morning Headlines

- Welcome Lydia Viall and Trisha LaDue to the CXR department!!!
- Jason and Dean are out today. Bryan B. is out mid-day today. Carrie and Maggie are out Tuesday afternoon. Jilene is out Wednesday afternoon, Thursday, and Friday. Maggie is out Thursday afternoon. Jayme, Kelly, and Travis are out Friday. Angie is out Friday afternoon.
- NISC will be onsite for iVUE training with Lydia and Trisha Tuesday afternoon through Thursday mid-day.
- Jamie will be upgrading the Calix AXOS software for the Tioga, McGregor, and Powers Lake exchanges to release 24.4 at 1:15 am on Wednesday, January 22nd. This upgrade will cause a service outage for about 5-10 minutes for voice, internet, and TV as the equipment reboots.
- Zach and Blane are on call starting on Wednesday.
- W-2s are available in Connect; employee summary page at the bottom in the Compensation Center area. Please review the form and make sure your personal information is correct. We have until this Friday to make changes if needed before W-2s are submitted to the IRS. Payroll changes for 2025 are also complete. Please review your pay rate, SSN, vacation time, elections, etc. Let Sarah know if any changes need to be made to either.
- Sign up for NCC's Winter social scheduled for Friday, February 7th, at the Ray Auditorium. Sign-up deadline is Monday, January 27th. More details to come in the next couple of weeks!
- Billing cutoff is Tuesday, January 28th.
- Rural Development Finance Corp (RDFC) grant winners for 2024 were: \$1500 to the Bowbells Ambulance Service to be used towards the purchase of a new ambulance; \$1500 to the Columbus Rural Fire District to be used towards the purchase of the electrical / generator for the new fire hall that is currently being built; \$750 to the Tioga Historical Society to be used towards the expansion of the Norseman Museum and \$750 to the Divide County Sheriff's Office to be used towards lights on a police patrol car.

January 13, 2025: NCC's Monday Afternoon Headlines

- Jon M. is out all week. Jilene, Logan, and Richey are out today. Lacey is out Tuesday afternoon. Garth is out Wednesday morning. Jayme is out Thursday morning. Carrie is out Thursday afternoon. Bryan B., Lacey, and Todd are out Friday. Jason is out Friday afternoon.
- Safety Meeting tomorrow, January 14th, at 8am in the break room. Topics to be covered include: Ladders, Electrical Safety, and Confined Spaces.

- Reminder: Ergonomic assessment by TMC PT's is tomorrow afternoon. Contact Taryn with any questions.
- Travis and Bryan B. are on call starting on Wednesday.
- NCC will be upgrading the Calix AXOS software for the Lignite, Flaxton & Bowbells exchanges to release 24.4 starting at 1:15 am on January 15th. This upgrade will cause a service outage for about 5-10 minutes for voice, internet, and TV as the equipment reboots.
- Wednesday is disconnect for non-pay day.
- Reminder: NCC's Winter social is scheduled for Friday, February 7th, at the Ray Auditorium. Sign-up sheets are located on the white board in the break room and another in the warehouse commons area. Please designate whether or not you'll be attending along with one or two attendees. You can also contact Jilene to let her know. The sign-up deadline is Monday, January 27th. More details to come in the next couple of weeks!

January 6, 2025: NCC's Monday Morning Headlines

- Welcome to NCC, Waylon Dazell! Waylon is NCC's newest Communications Specialist.
- Happy birthday to Lacey Viall on Thursday!!
- Congratulations to our Fantasy Football League winners: James and Angie!! Winners receive a \$100 gift card for 1st, \$50 gift card for 2nd, and \$25 gift card for 3rd. See Taryn for your gift cards.

OUR BOSS THINKS WE'RE WORKING

1st-James

2nd-Carrie

3rd-Terry

IT'S OUR YEAR

1st-Angie

2nd-Dean

3rd-Jayme

- Sam and Jon M. are out today. Steph and Carrie are out today and tomorrow. Angie is out Tuesday morning. Richey is out early on Thursday. Jason is out Friday.
- Reminder: All cell phone use while driving NCC vehicles must be done hands-free.
- Truck check today and remember to bump your H2S Monitors.
- The NCC Employee Intranet has been updated to include the 2025 Group Health Plans, 2025 Savings Plan SMM, 2025 R&S SMM, 2025 Employee Benefits, 2025 HSA Election Form, 2025 Flex Benefit Election Form, and 2025 Expense Reports.

- Jamie will be upgrading the Calix AXOS software for the Ray exchange to release 24.4 at 1:15 am on January 7th. This upgrade will cause a service outage for about 5-10 minutes for voice, internet, and TV as the equipment reboots.
- NISC will be doing monthly server patches on Tuesday, January 7th, starting at 11:00pm. Please remember to log out of iVue before you leave.
- Christopher and Bryan D. are on call starting on Wednesday.
- Jamie will be upgrading the Calix AXOS software for the Epping, Wildrose, & Alamo exchanges to release 24.4 starting at 1:15 am on January 9th. This upgrade will cause a service outage for about 5-10 minutes for voice, internet, and TV as the equipment reboots.
- Thursday, the CXR department meeting will be from 8:30 -10:00 am in the training room. Phones will be turned over to ISPN during this time.
- Safety Meeting next Tuesday, January 14th, at 8am in the break room. Topics to be covered include: Ladders, Electrical Safety, and Confined Spaces.
- Reminder: Ergonomic assessment by TMC PT's is Tuesday afternoon, January 14th. Contact Taryn with any questions.
- NCC's Winter social is scheduled for Friday, February 7th, at the Ray Auditorium. Sign-up sheets will be located on the white board in the break room and on the fridge in the warehouse commons area. Please designate whether or not you'll be attending along with one or two attendees. You can also contact Jilene to let her know. More details to come in the next couple of weeks!
- NCC Scholarships applications are available on our website: www.nccray.com/scholarships. Deadline to apply is March 13, 2025. The FRS Scholarship deadline is February 14th and must be completed online. The FRS Scholarship is for graduating high school seniors only. NCC Scholarships are available to seniors and college students. If there are any questions regarding the scholarships, please direct them to Jilene. We also have an opportunity for an all-expense paid trip to Washington D.C. for a student ages 15, 16, or 17, at the time of the FRS Youth Tour June 2-6, 2025. Deadline to apply is February 14, 2025. The information for all of these has been mailed and emailed to high schools in our service area. We will also start advertising for these opportunities.