

**Grey Snow Management Services  
Board Of Directors, Meeting Minutes**



**DATE:** 6-6-25

**LOCATION:** Video Conference

**BOARD MEMBERS:**

**Present:**

- 1) Dr. Karen Kissinger, Treasurer - remote
- 2) Britni Beck, Vice Chair- remote
- 3) Paul Flores, Interim Secretary- remote
- 4) Bailey Walker – remote
- 5) Phillip Simmons- remote
- 6) Annie Assefa - remote

**Absent:**

1. Tony Fee

**Also in attendance:**

- 1) David Tam, C.E.O- remote
- 2) Missty Slater, GSMS Manager - remote
- 3) Sara Santo, Senior Admin- remote

**\*Quorum Reached.**

**I. Call to Order:**

- A. The GSMS BOD meeting was called to order by Vice-Chair B. Beck at 10:17 CST

**II. Agenda Approval**

Motion by P. Flores Second by, P. Simmons. Vote Unanimous, Agenda approved

**III. Previous Meeting Minutes:**

- A. Tabled

**IV. Old Business:**

- A. None

**V. New Business:**

- A. *Employee handbook approval David Tam, C.E.O-*

## Grey Snow Management Services Board Of Directors, Meeting Minutes



- Motion to Approve Employee handbook by K. Kissinger Seconded by A. Assefa.  
Vote Unanimous motion approved.

**B. *Procurement policy approval. David Tam, C.E.O-***

-Motion to Approve Procurement Policy by K. Kissinger, Seconded by A. Assefa.  
Vote Unanimous motion approved.

**C. *Travel policy communication (vehicles) David Tam, C.E.O-***

-Motion to Approve Travel communication policy by P. Flores. Seconded by P. Phillips, Vote Unanimous motion approved.

**D. *Resolution affirming indemnity agreement to secure bonding, David Tam, C.E.O-***

-Motion to Approve/Affirm Indemnity Agreement in Bonding agreement by K. Kissinger seconded by A. Assefa Vote Unanimous motion approved.

### **VI. Reports:**

**A. *David Tam, C.E.O-***

1. Update on Mentor-Protege Program and Bonding Efforts

-David Tam announced the successful approval of a Mentor protege agreement with Patriot Construction Management, a large firm that will mentor smaller corporations in the federal market. He highlighted the significance of this relationship in helping them secure bonding for larger projects, which has been a challenge due to the tribe's financial situation. Karen Kissinger acknowledged the achievement, noting the difficulties faced in obtaining grants and financing.

2. Concerns Regarding Nuweh 8A Application

-David Tam raised concerns about Nuweh's 8A application.

3. Discussion on Executive Sessions and Confidentiality Policies

-David Tam outlined the structure for executive and working sessions.

### **VII. Announcements & Discussion:**

**A. Promoting Community Engagement and Branding Initiatives**

-David Tam discussed the significance of the fiber project and the upcoming lighting ceremony scheduled for June 25th, highlighting the improvements in internet speed for the community. Annie Assefa encouraged promoting the event to enhance community engagement.

**Grey Snow Management Services  
Board Of Directors, Meeting Minutes**



B. Updates on Upcoming Events and Travel Plans

-David Tam outlined his travel plans, including a trip to the Economic Development symposium at Pechanga reservation for two panels focused on microgrids and broadband technology.

**XI. Adjournment:**

A. Motion to Adjourn by Dr. K. Kissinger, second by Paul Flores, all present in Favor, V.C  
Beck adjourns at 11:18 CT