

# Grey Snow Management Services Board Of Directors, Meeting Minutes



**DATE:** 5-22-25

**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 Simmonds- remote
- 6) Annie Assefa - remote

### Absent:

1. Tony Fee

**\*Quorum Reached.**

### **Also in attendance:**

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

## I. **Call to Order:**

- A. The GSMS BOD meeting was called to order by Vice Chair Britni Beck at 10:11 CST

## II. **Agenda Approval**

## III. **Previous Meeting Minutes:**

- A. Tabled.

## IV. **Reports:**

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

1. Tam shared updates on the successful completion of a tribal fiber project in White Cloud, Kansas bringing fiber to 140 homes and businesses. The team will report this project certification by the State of Kansas to the council at the next meeting and subsequent lighting ceremony on 25 June 2025.

# Grey Snow Management Services

## Board Of Directors, Meeting Minutes



-David Tam discussed the status of project submissions, particularly a proposal to the Salish Tribe that exceeds the Yurok Tribe's Project on scale. He emphasized the necessity of expanding the team to manage the growing workload.

-Tam also introduced a collaboration with the University of Oregon's Innovation Futures Lab, comprised of volunteer students at the University, and have developed an A.I. assist tool in writing and applying for SBIR grants.

### V. Old Business:

#### A. **United Tribes Project, -David Tam**

- Reported on the resolution of issues related to the United Tribes project, where repairs were completed by Arnold with positive feedback from the United Tribes Board. Sara Santo confirmed that both the interior and exterior repairs were finished, and the board is pleased with the project's close out results.

### VI. New Business:

#### A. **FTZ Agreement, David Tam. - Tabled**

#### B. **Employee Handbook Updates and Policies Discussion - Missty Slater**

1. Missty Slater highlighted the importance of the handbook as a living document, noting that it now includes conflict of interest and ethics policies based on tribal council feedback. Britni Beck raised a question about the grievance process, which was confirmed to be included in the handbook. Karen Kissinger addressed the employee handbook, indicating it was comprehensive, needing more time to review.

-Britni Beck proposed tabling the approval of the employee handbook to the next meeting, allowing members time to review the documents. This suggestion was supported by Phillip Simmonds and Missty Slater.

- Motioned by Dr. Karen K. Seconded by A. Assefa to table. All present are in favor.

#### B. **Bonding Agreement, proposal- David Tam**

1. David Tam discussed a bonding agreement to the board for approval for a \$30,000 bond and just completed a review by contracted legal counsel from Big Fire. The conversation highlighted the importance of this bonding capability for Grey Snow Management Solutions and its related entities, as it would enable them to pursue federal contracts and improve their business opportunities.

# Grey Snow Management Services Board Of Directors, Meeting Minutes



- Motion By Karen K. to Approve, Second by A. Assefa, Unanimous. Motion Approved

## **C. *Employment Agreement – Misty Slater***

Executive Session

-Motion to go into Executive Session by K. Kissinger. Seconded by B. Walker.

Moved into Executive Session at 11:52am central.

Discussed employee agreement.

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

A. David Tam provided updates on building repair and a new battery apparatus project at SolarTAC – exploring the idea of a future open house in Aurora, Colorado.

B. GSMS has been awarded by the State of Kansas to represent the state of Kansas at the Global Entrepreneurship Congress Conference. GSMS team was selected through the State to represent the State of Kansas.

## **XI. Adjournment:**

12:15pm central.