

Grey Snow Management Solutions (GSMS)
Board of Directors - Public Meeting Minutes

Date: Thursday, October 24, 2024

Location: Videoconference

Chair: Tony Fee (Presiding Chair until 11:41 a.m., then Britni Beck)

Recorder: Sara Santo

Meeting Start Time: 10:04 a.m. CST

Meeting End Time: 12:17 p.m. CST

Attendance

Board Members Present:

- Tony Fee (remote)
- Karen Kissinger (remote)
- Bailey Walker (remote; left at 11:05 a.m.)
- Peggy Libel (remote)
- Britni Beck (remote; assumed Chair at 11:41 a.m.)
- Paul Flores (remote; arrived 10:06 a.m., brief absence 11:27-11:30 a.m.)

Also in Attendance:

- David Tam (remote)
- Sara Santo (remote)
- Kathy Gregory (remote)
- Missty Slater (remote)
- Brandon Roberts (conference room)
- Robert Hullman (conference room)
- Brad Campbell (conference room)

- Lorilyn Wilson (introduced during meeting)

I. Call to Order

The meeting was called to order at 10:04 a.m. CST by Chair Tony Fee. Quorum was confirmed.

II. Introductions

Board, staff, and EC members introduced themselves. EC members attended to hear financial updates in connection with discussions on the CEO's compensation.

III. Financial Presentation

- GSMS: Parent entity not designed to generate large profit; AR primarily from ITKN.
- Grey Snow Communications: Growth opportunities in staff and projects, including Yurok expansion and White Cloud Fiber (awaiting permits).
- Grey Snow Construction: Audit concerns discussed. Clarifications provided on accounts, salaries, and prior confusion regarding financials. General concern expressed about Julie Baumann's capacity to complete audits.
- Next Steps: Explore alternative auditor options; potential transition in next 2 years.

IV. Grey Snow Professional Services (GSPS)

Board discussed ongoing struggles due to bonding challenges and limited project wins.

Approximately \$100M in opportunities passed due to bonding restrictions.

RUMI JV mentioned as a related initiative.

V. Kathy Gregory's Key Financial Items

- Addressing \$200,000 in excess billings on White Cloud Clinic.
- Ensuring timely TEP drawdowns and avoiding solar penalties.
- Managing AR to reduce \$1.2M strain.

VI. ACCW Apprenticeship Program

Missty Slater presented a vision for a registered apprenticeship program in broadband workforce

development (ACCW). Plans include forming an LLC, then potentially a nonprofit under tribal law.

VII. Meeting Minutes Approval

Motion by Britni, seconded by Karen, to approve August & September minutes. Motion carried unanimously.

VIII. Board Responsibilities

Discussion on board's responsibility to report directly to General Council. Suggestions made for quarterly reports by Chair/Vice Chair.

IX. Executive Session

Motion by Karen, seconded by Britni, to enter executive session at 12:00 p.m. Discussion focused on personnel. Exited session at 12:17 p.m. Motion by Peggy, seconded by Karen, to adjourn the meeting at 12:17 p.m. Motion carried.