

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



DATE: 3-27-25

LOCATION: Video Conference

BOARD MEMBERS:

Present:

- 1) Dr. Karen Kissinger (Treasurer) - remote
- 2) Ms. Britni Beck (Vice Chairwoman)- remote
- 3) Mr. Paul Flores (Interim, Secretary)- remote

Absent:

1. Mr. Tony Fee
2. Vacancy
3. Vacancy

Also in attendance:

- 1) David Tam, C.E.O Grey Snow- remote
- 2) Sara Santo, Senior Admin – remote
- 3) Kathy Gregory, Principal Advisor - remote

***Quorum Reached.**

I. Call to Order:

- A. The GSMS BOD meeting was called to order by V.C. Britni Beck, at 10:12am CT

II. Agenda Approval

III. Previous Meeting Minutes:

- A. Karen K. made a motion to approve the submitted minutes from the last meeting (2-27-25). Seconded by Paul Flores. No discussion. All present, in favor. Motion carried.

IV. Reports:

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

1. Update on Reservation Economic Summit, Event and Networking Outcomes.
-David Tam reported on the successful RES event, noting the acquisition of three new contracts, feedback from attendees, including Dr. Karen M. Kissinger and Britni Beck, praised the networking opportunities and educational sessions. The team is considering changes for future events to enhance collaboration and visibility.

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2. Hiring Initiatives and Project Updates

-David Tam outlined his plans to hire for two significant roles: a general manager/CEO for Grey Snow Agriculture to capitalize on agricultural opportunities and a CEO for a construction project with the Yurok Tribe. He emphasized the importance of leveraging local agricultural expertise and the need for construction leadership to manage a \$40 million project.

3. Project Updates and Challenges

-David Tam discussed the challenges faced with the Tribe's building repairs and the White Cloud Fiber project, which has encountered delays due to a truck accident that damaged infrastructure. Sara Santo added that they are in communication with the United Tribes board about further repairs needed inside the building. Despite these setbacks, Tam reassured the board that the projects remain within budget.

4. Joint Venture Opportunities and 8A Program Updates

-David Tam outlined the significance of the 8A program and the recent MSDC certification, which opens doors to major corporate contracts. He proposed a joint venture with Papich Construction to capitalize on LA fire recovery opportunities, noting the urgency for board approval. Dr. Karen M. Kissinger raised concerns about the vetting process for Papich, to which David responded that Fletcher has a long-standing relationship with the company.

B. Kathy Gregory, Principal Advisor -

1. Financial Overview and Balance Sheet Discussion

-Kathy Gregory discussed the financial performance for the first two months, indicating that GS Green Energy is progressing positively with more project work than anticipated. However, there are concerns regarding the high costs of goods and delays in billing the Tribe for the 40101D grant, which is affecting revenue. She also mentioned difficulties in

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obtaining reliable sales pipeline information from professional services, leading her to work through David for better insights.

2. Discussion on Accounts Receivable and Financial Transparency
 - The discussion centered on the Tribe's accounts receivable and the possibility of balancing it against distribution amounts of the AR. David Tam highlighted the need for clear messaging to avoid misunderstandings about financial transactions. Kathy Gregory expressed the importance of preparing the Executive Committee (EC) for the upcoming General Council meeting by discussing financial presentations in advance.
 - Board concurs with planning for the General Council meeting and the need for transparency.Financials Preparation meeting for the upcoming General Council Meeting scheduled.

V. Old Business:

A. None

VI. New Business:

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

1. Board Member Nominations and Recommendations,
 - David Tam highlighted the necessity of appointing two new board members, at least one of whom must be a tribal member. The candidates discussed were Phillip Simmonds, an active employee on the farm team, and Annie Assefa, a respected tribal elder from California. Britni Beck advocated for Annie's inclusion to enhance participation from those outside the community, while Dr. Karen M. Kissinger noted both candidates' alignment with the board's mission.
2. Motion by Dr. K. Kissinger to recommend both candidates to the Executive Committee for Confirmation. Second by Paul Flores, all present in Favor, Motion Carries.

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VII. Announcements & Discussion:

A. None

XI. Adjournment:

A. Motion to Adjourn by Dr. K. Kissinger, second by Paul Flores, all present in Favor,

V.C Beck adjourns at 11:54 CT