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PEORIA TRIBE

OF INDIANS OF OKLAHOMA

118 S Eight Tribes Trail, Miami, OK 74354
P.O. Box 1527 Miami, OK 74355

CHIEF
Rosanna Dobbs
SECOND CHIEF
Paul J. Attocknie Jr.

PEORIA TRIBE OF INDIANS OF OKLAHOMA BUSINESS COMMITTEE MEETING April 1, 2025

MINUTES

CALL TO ORDER/INVOCATION:

Chief Dobbs called the meeting to order, and Kara North gave the Invocation.

DECLARATION OF QUORUM:

Treasurer Jason Dollarhide declared a quorum with 5 members present, Jenny Rampey was absent.

APPROVAL OF AGENDA:

Nicholas Hargrove requested to amend the agenda by adding Appointment to the Tax Commission. Motion was made by Kara North and seconded by Scott Myers to approve the amended agenda. Motion carried unanimously.

APPROVAL OF MINUTES:

Jason Dollarhide made a motion and was seconded by Nicholas Hargrove to approve the Minutes of the Regular Meeting, held on March 19, 2025, to approve the minutes as presented. Motion passed.

GUEST PRESENTER:

Bryce Washington introduced Judy Reagan, Chief Operating Officer of Eastern Shawnee Companies. Ms. Reagan introduced Audrey Gardner, Chair Board and an Attorney for Eastern Shawnee Tribe. Our company is one hundred percent Tribally owned. The Eastern Shawnee Tribe of Oklahoma (ESTO) is a federally recognized Native American tribe known for its rich history, cultural preservation, and commitment to economic development. ESC is a board governed holding company that proudly represents a collection of tribally owned small businesses providing professional services. Our advantages:

- Centralized Management
- Nationwide Resources
- Financial Stability
- Expertise
- Small Company Flexibility
- Contracting Advantages

Our Leadership Team:

SECRETARY
Vacant

TREASURER
Jason Dollarhide

FIRST COUNCILMAN
Nick Hargrove

SECOND COUNCILMAN
Kara D. North

THIRD COUNCILMAN
Scott Myers

- Matt Metcalf, PE
 - Chief Executive Director
- Judy Reagan
 - Chief Operating Officer
- Katie Summy
 - Director of Strategic Initiatives
- Kerry Patterson
 - Director of Marketing and Communications
- Janae Levier
 - Director of Human Resources
- Arthur McKinney
 - Federal Programs Director

Our diverse staff possess over one hundred combined years of experience in federal contracting.

Our one (1) year roadmap to building ESC:

- Months 1-3
 - Hire/Onboard Initial Leadership
 - Establish Operations (Accounting/HR/IT/Marketing)
 - Begin 8 (a) Application
- Month 4
 - Legal Entity Management
 - Begin BD Activities
- Month 5
 - Establish Board of Directors
- Month 6
 - Submit 8(a) Application
- Month 7
 - Complete Holding Company Hires
 - Develop BD Strategy for Joint Ventures
- Month 8
 - Publish Business Plan
 - Identify End of Year Federal Opportunities for Sole Source Award
- Month 9
 - Obtain 8(a) Certification
- Months 10-12
 - Enter Initial Operations Phase

Core Competencies:

- Information Technology
- Audiovisual
- Geospatial Services
- Environmental Services
- On-Site Support Services
- Consulting and Management
- Integrated Building Solutions
- Engineering
- Museum Services

- Broadband Services

Our Companies:

- Eastern Shawnee Professional Services
- TEPA Eastern Shawnee Technology Services
- Eastern Shawnee Partners
- Eastern Shawnee Affinis
- ERG Eastern Shawnee
- Eastern Shawnee Keel's Landing
- Eastern Shawnee Bay West

The purpose of the 8(a) Program is designed to help small business who are owned and controlled by socially and economically disadvantaged Indian Tribes, Alaskan Natives and Native Hawaiian Organizations in competing on an equal basis in the mainstream of American economy. The program strives to promote the viability of such concerns in the marketplace by providing such available contract, financial, technical, and management assistance as may be necessary. SBA is authorized to enter into contracts with other federal agencies and then subcontract the work in-whole or in part to eligible 8(a) participants. After 1998, the SBA may now delegate its authority to the procuring federal agency, allowing such agency to enter into 8(a) contracts directly with the participating 8(a) contractor. The 8(a) Business Development Program, administered by the SBA, is designed to help small, disadvantaged business gain access to federal contracting opportunities, including sole-source contracts. Why pursue 8(a) certification?

- Access to sole-source federal contracts
- Business development assistance from the SBA
- Competitive advantages in government contracting
- Nine years of program benefits

How do you qualify:

- Must be a small business
- At least 51% owned and controlled by socially and economically disadvantaged individuals or a qualifying Tribal entity
- Demonstrated good character and financial capacity

Our six-phase process ensures your business is strategically positioned for 8(a) certification and long-term success.

- Phase 1
 - Defining Your Business Strategy
- Phase 2
 - Structuring Your Success
- Phase 3
 - Building Your Market Presence
- Phase 4
 - Expanding Business Development
- Phase 5
 - Preparing for 8(a) Certification
- Phase 6
 - Achieving and Leveraging Certification

We will continue ongoing support beyond certification.

- Compliance

- Ensure continued compliance with 8(a) regulations
- Optimization
 - Optimize business development strategies
- Growth
 - Maximize opportunities for growth and expansion

The client process with SBA 8(a):

- Day 1
 - Discussion
 - Customer and business entity discuss requirements, timeline, and cost estimates
- Day 2
 - Offer Letter
 - Customer's Contracting Officer (KO) sends an Offer Letter to the SBA Kansas City District
- Day 3
 - Approval
 - SBA returns a letter of approval to the KO within 48 hours
- Day 4
 - RFP/RFQ
 - KO sends Business Entity a Request for Proposal (RFP) or Request for Quote (RFQ)
- Day 5
 - Negotiation
 - KO and Business Entity negotiate pricing, terms, and conditions
- Day 6
 - Contract Signing
 - KO and Business Entity sign the contract
- Day 7
 - Performance
 - Contract performance begins

Ms. Reagan stated that they offer one level of service for free and that is you can pick up the phone and call anytime. We want to help other tribes be successful in this program. Ms. Reagan and Ms. Gardner thanked the Business Committee for having them.

Steven Hollabaugh with Native Strategies, introduced himself. Mr. Hollabaugh stated that he has also been the tribal engineer for the Peoria Tribe for the last five years. We've done a lot of work for the tribe, a lot of fun projects, and a lot of hard projects, and some beautiful things that we just want to share with you. I will highlight a couple projects that we are working on. We have worked on eighteen to twenty projects for the tribe, several have been completed.

State Highway 69A is the widening out from the Turnpike to Buffalo Run. This project is sixty-five percent done with design. We have been working into utility formation with ODOT. We will be going soon from sixty-five percent up to full plan specifications and estimates through ODOT to submit the plans and work through the widening process. This project has been slow going, it was started back in 2021 with the actual design. It will be moving forward now with it being on ODOT's eight-year agenda. The layout shows that from the intersection here and the turnpike all

the way up north of Buffalo Run. We were able to get the construction aligned to get this whole piece to be built at the same time. It will affect the casino, and it will affect the route for one construction period versus three different construction periods lasting over fifteen years. This project we have been working on behind the scenes. We have worked with several different entities, such as the Senators Office, NEO, and the county to get this concept approved in order to be a huge advantage for the Tribe. What we have shown to the tribe is simply the interchange and the roads that connect to it. What we have not shown is any of the development potential work that we've done associated with that. We have completed thirty percent plans on this and are ready to target grants in order to complete the construction of this project. We would add roundabouts; we created vision points so that we are able to fund and connect the project in the way that allows the Tribe direct access to potential development on trust land. It could be whatever the desires of the Tribe are. We have listed different options: convenience stores, restaurants, retail shopping and mixed high yield developments. Mr. Hollabaugh stated that his company oversaw the construction of the Community Center, the learning center, the infectious disease center, and the RV Park. We have worked on the cemetery, using ground penetrating radar and identified fifty-one unmarked graves. Then we made a concept site plan in order to do some improvements to what the parking lot would look like. Mr. Hollabaugh thanked the Business Committee for having him.

Jacob Barnes and Brian Merzlock with Ary Land Company introduced themselves. Mr. Barnes stated that they have sold over 500 million in real estate. Most recent Golf Courses sold are:

- Sugar Creek Canyon in Hinton, OK
- The Club at Indian Springs in Broken Arrow, OK
- Chestnut Hill Golf Course in Arcadia, MI
- Clary Fields in Sapulpa/Jenks, OK
- 86 Residential Golf Course lots sold in two single family developments totaling \$1.15 million in Claremore/Verdigris, OK

We currently have a staff of twenty-two. If you look at the number of people who can afford a golf course it is extremely low. Golf course going to the market will typically take anywhere from three hundred to seven hundred fifty days to sell. We would market to sell.

Tier 1

- Establish High Traffic Listing Sites
 - LoopNet
 - Biz Buy Sell
 - Land.com
 - MLS Coverage
- Digital and Social Media Advertising
 - LinkedIn and Facebook ads
 - Google Ads
 - Email Marketing

Tier 2

Direct Outreach to Golf Industry Professionals

- Golf Course Owners and Investors
 - Reach out to owners of existing courses directly and inquire about their desire to expand their portfolio
- Golf Resort Developers
 - Luxury real estate and resort developers may be interested

- Golf Management Companies
 - Firms like Troon Golf, ClubCorp, or KemperSports often look for acquisition opportunities
- Acquiring Cameos from professional Golfers
 - Paid ad time from past and present golfers with large followings to endorse the course and provide short advertisement clips to promote the course that can be utilized as boosted ads across various social media platforms

Tier 3

Golf Industry Publications and Websites

- Golf Inc. Magazine
- National Golf Course Owners Association (NGCOA)
- Golf Business Magazine Publications
- Billboard Advertisements

The cost and timeline of each Tier:

- Tier 1
 - 8% Commission
 - 30-750 Days
- Tier 2
 - 8% Commission
 - 1-2% or \$20K
 - 30-750 Days
- Tier 3
 - 8% Commission
 - 2-3% or \$30K
 - 30-750 Days
 - 120 Days Auction

We will require everyone who asks to see the financials to sign an NDA. Mr. Barnes and Mr. Merzlock thanked the Business Committee for having them.

Noah Popejoy, Office Manager for Henley, introduced himself. Mr. Popejoy stated that they have decided to call this business Peoria Custom Fabrications until a permanent name is chosen.

Service Capabilities:

- Current Services
 - Custom Display Cabinetry
 - Large Furniture
 - Conference Tables
 - Desks
 - Early Childhood Classroom Furniture
 - Casino Cabinetry
 - Courtroom Furniture
- Additional Capabilities
 - Signage
 - Printed Media
 - Banners
 - Vehicle Graphics
 - Engraving

- Custom Metal Fabrication
- Waterjet Cutting
 - Custom Signage
 - Parts Manufacturing

Target Markets:

- Local Tribes
 - Similar Needs
 - Local Delivery
 - Tribal Partnership
- Museums
 - Established Reputation
 - Connections in Industry
 - Similar Needs

Marketing Strategy

- Brand Identity
 - Logo
 - Ke Messaging
- Brand Building
 - Website
 - Social Media
- Establish Positioning
- Lead Generation
- Market Research
- Content Marketing
- Metric Tracking

Sales Strategy-Marketing Team

- Generate and Qualify Leads
 - Connect with sales leads and begin discussion of client wants and needs
 - Prospecting for new leads in selected territories
- Facilitate Leads to Sales Team
 - Once the leads are qualified, they will be passed on to the sales team

Sales Strategy-Sales Team

- Establish Relationships
 - Build rapport and confidence in prospective buyers
- Product Demonstrations
 - Lead demonstrations and samples of existing product lines
- Proposals
 - Generate proposals and negotiate with buyers
- Closing
 - Finalize agreements with buyers

Financial Analysis

- Estimated Annual Expenses-\$669,500
- Estimated Non-Material Expenses-\$539,575.47
- Estimated Non-Material Expense minus Margin-\$489,500
- Require Daily Billable hours/employee- 5.6 hours

Erin Barnes the Director of Natural Resources introduced herself and stated that the Aquatic Facility raises small mouth bass and freshwater mussels. Ms. Barnes returned the presentation to Noah Popejoy.

Peoria Aquatic Facility

Revenue Streams

- Custom Tailored Pond Management
 - Subscription Service
 - All aspects of Management
- Stand-Alone Services
- Mussels to use in Testing
 - Used by environmental labs for toxicity testing
- Establishment of Pay Lake
- Fish Transportation

Marketing Strategy

- Lead Generation
- Market Research
- Content Marketing
- Metric Tracking

Sales Strategy-Marketing Team

- Generate and Qualify Leads
 - Connect with sales leads and begin discussion of client wants and needs
 - Prospecting for new leads in selected territories
- Facilitate Leads to Sales Team
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Sales Strategy-Sales Team

- Establish Relationships
 - Build rapport and confidence in prospective buyers
- Proposals
 - Generate proposals and negotiate with buyers
- Closing
 - Finalize agreements with buyers

Financial Projections

- Estimated Annual Expenses-\$180,460
 - Does not include grant assistance
 - This is based on current staffing
 - Additional employees would change the amount

MONTHLY TRIBAL/PROGRAM REPORTS:

Financial Reports

Nicholas Hargrove made a motion and was seconded by Scott Myers to approve the Financial Reports for February 2025 as presented. Motion passed.

Enterprise Reports

David Murphy introduced himself as Director of Food and Beverage at Buffalo Run Casino & Resort. Mr. Murphy stated that Mary Jewett, General Manager of Buffalo Run Casino & Resort was attending a conference and could not make it. Mr. Murphy began his report, which included February Highlights. Mr. Murphy provided a presentation that included slots, food and beverages, hotel, and casino financials. Mr. Murphy stated that the casino has a total of one hundred and ninety-four employees, one hundred thirty-nine are full-time and fifty-five are part-time, forty-three of the one hundred and ninety-four are tribal: Cherokee, Wyandotte, Creek, Seneca Cayuga, Shawnee, Osage Ottawa, Quapaw, Potawatomi, Navajo, Miami, Delaware, and Peoria. Mr. Murphy stated that the hotel has made updates in each room:

- Tray for coffee supplies in each room
- Stainless steel ice buckets
- Dark makeup towels
- New hair dryers
- Kleenex box covers
- New 55-inch TVs
- New window coverings

Other Hotel updates:

- Wrapped inside elevator with signage
- Painted accent wall

Mr. Murphy stated that for April and May entertainment will be:

- Great White and Slaughter- April 26th
- Midget Wrestling-May 17
- Eli Young Band- May 31
- XFN- June 28

Mr. Murphy stated that he has been with the casino for eight years. I will be leaving soon and want to thank this tribe for what an amazing experience I've had working here. I came back here eight years ago to take care of my dad so a lot of you know I am from Miami, what most don't know is that my parents went to high school here. When I came back here in 2017 the town of Miami was not this nice and the improvements this tribe has made to this community, not just for its citizens but for the whole community is pretty impressive. I wanted to thank you for a great opportunity and for a place to be proud to work. Thank You very much.

ADMINISTRATIVE REPORT:

UNFINISHED BUSINESS:

Discussion/Approval of Budgets for Golf Course, Henley, Maintenance, Janitorial, and Construction: Motion was made by Nicholas Hargrove and seconded by Scott Myers to remove from table. Motion was made by Nicholas Hargrove and seconded by Scott Myers to approve budgets as presented.

Discussion/Approval of Rescinding the Contract with NEO and Early Childhood: No action was taken.

NEW BUSINESS:

New Members Recommended for Approval by the Enrollment Committee on 03/13/2025 Tentatively to be Approved by the Business Committee on 04/01/25 or at the Next Regularly Scheduled or Special Meeting: Motion was made by Nicholas Hargrove and seconded by Kara North to approve New Members. Motion Passed.

R-04-01-25-A “Approval for Changes to the Peoria Tribal Membership Roll”: Motion was made by Scott Myers and seconded by Kara North to approve Resolution R-04-01-25-A as presented. Motion Passed.

R-04-01-25-B “Requesting that Peoria Tribe of Indians of Oklahoma Maintain the Claremore Indian Hospital Shares”: Motion was made by Jason Dollarhide and seconded by Nichoals Hargrove to approve Resolution R-04-01-25-B as presented. Motion Passed with 4 for and 1 abstain, Kara North.

R-04-01-25-C “Authorization for Opening a Line of Credit at People’s Bank of Seneca” Motion was made by Jason Dollarhide and seconded by Kara North to approve R-04-01-25-C as presented. Motion passed.

R-04-01-25-D “Resolution Authorizing Submittal of Grant Application to the Rural and Tribal Assistance Pilot Program” Motion was made by Paul J. Attocknie Jr. and seconded by Scott Myers to approve R-04-01-25-D as presented. Motion passed.

Discussion/Approval Engagement of Real Estate Golf Firms: Motion was made by Nicholas Hargrove and seconded by Jason Dollarhide to table. Motion passed.

Discussion/Approval of Business Plans for Fish Hatchery and Henley: Motion was made by Nicholas Hargrove and seconded by Paul J. Attocknie Jr. to approve the Business Plans as presented. Motion passed.

Discussion/Approval of Budget Modifications: Motion was made by Jason Dollarhide and seconded by Nicholas Hargrove to approve modifications to the budget as presented. Motion passed.

Discussion/Approval to Sell Two Tribal Vehicles: Motion was made by Scott Myers and seconded by Kara D. North to table. Motion passed.

Discussion/Approval of Employee Wage Change Recommendations (was held in Executive Session): Motion was made by Nicholas Hargrove and seconded by Jason Dollarhide to approve wage changes as recommended by H.R. in Executive Session. Motion passed.

Discussion/Approval of Changes for Bank Signatures: Motion was made by Nicholas Hargrove and seconded by Scott Myers to approve R-04-01-25-E, R-04-01-25-F, R-04-01-25-G, R-04-01-25-H, R-04-01-25-I, and R-04-01-25-J as presented. Motion passed.

Discussion/Approval of Turnpike Agreement: Motion was made by Nicholas Hargrove and seconded by Scott Myers to approve Turnpike Agreement with one amendment. Motion passed.

Discussion/Approval of Designee of Owner and Qualified Entity for Early Childhood: Motion was made by Nicholas Hargrove and seconded by Kara D. North to table. Motion passed.

Appointment to the Peoria Tribe Tax Commission (Second Chief, Paul J. Attocknie Jr.): Motion was made by Nicholas Hargrove and seconded by Jason Dollarhide to appoint Second Chief, Paul J. Attocknie to the Peoria Tribe Tax Commission. Motion passed.

PUBLIC COMMENTS:

Chief Dobbs began "Public Comments" by asking if there were any questions so that each Tribal Citizen had the opportunity to address the Business Committee or ask questions.

Citizen Korie Payton:

Was tab 7 voted on?

Citizen David Froman:

I wanted to take a moment to congratulate Chief Dobbs on her election and to thank Second Chief Attocknie and Secretary Rampey on their service as active Chief in the absence of the higher Chief for a while. Thank You.

Citizen John Froman:

Just a couple updates: I was contacted by Dustin Glover, who is vice president of student affairs at NEO. A couple months ago, he was made aware of the contract and he called me and said, "well who am I talking to?" I said right now protocol would be our current second chief is active. Dr. Stafford at NEO did make a phone call to the tribe trying to set up an appointment. He was told that the tribe would not make any appointments until the election of a new chief. PJ also told him that. There has been an attempt by NEO to contact the tribe because they didn't want to get legal involved. I would encourage the Chief just to give him a call tomorrow. I understand that we all want to get legal involved but maybe just sit down and talk. I would encourage her to do that. I was really encouraged by the plans for the interstate proposal for a loop around Buffalo Run. I would also encourage y'all to look at possibly not looking to operate businesses on that. One of the big aspects is if we do get that land, it is in trust. We have leverage on that. We can design build, we can build facilities, lease it back to those individuals and we have the opportunity to penetrate city, county, or state taxes. We have a tribal tax. Just sit back and take a tribal tax. You don't have to run it. Those are some ideas I wanted to keep in the back of your head. Those are a lot of options on the first property. They can't ever own the land. There will be some negotiations that you all fund and loan us the money basically to build and we will lease it right back to you. That is a common practice in the business industry to borrow from the leasee and then build the property. On trust property you have restrictions that's not property taxed, and I do believe the Bureau will only allow you to do a twenty-five year lease on trust property. It was very exciting to see the potential of what we are able to do as a tribe. Thank you and congratulations Chief.

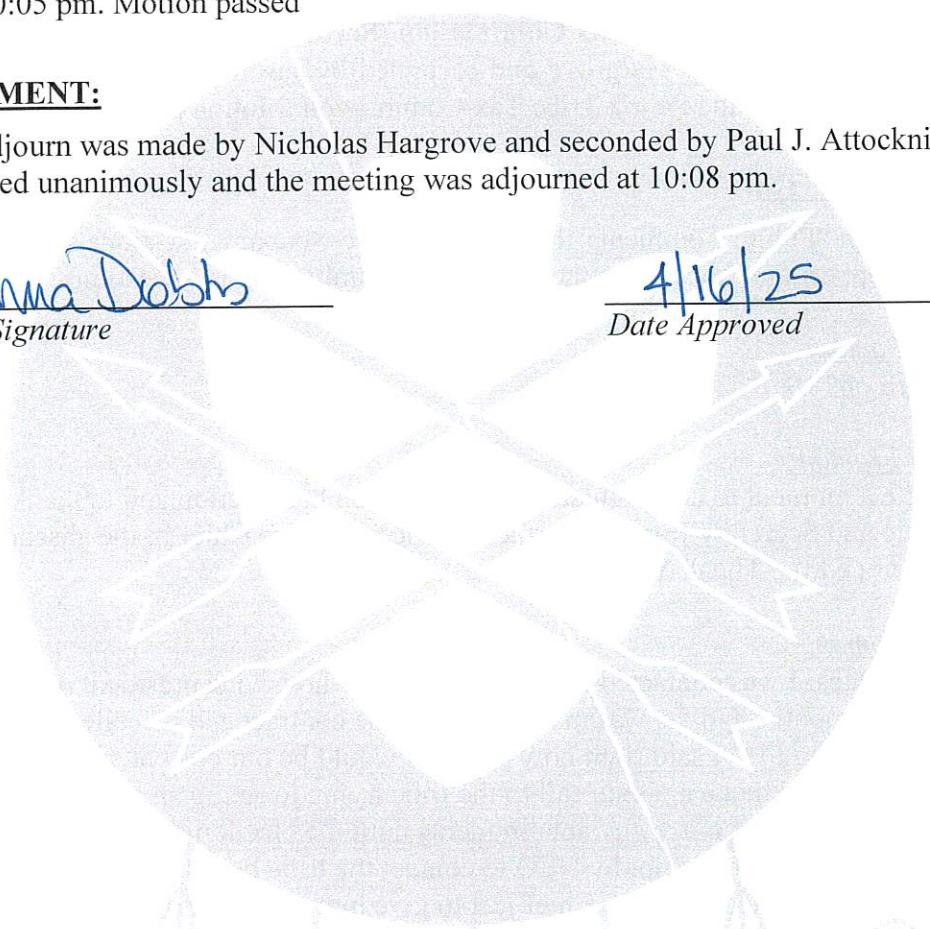
EXECUTIVE SESSION:

Motion was made by Scott Myers and seconded by Nicholas Hargrove to move into Executive Session at 8:37 pm p.m. Motion passed.

Motion was made by Scott Myers and seconded by Jason Dollarhide to come out of Executive Session at 10:05 pm. Motion passed

ADJOURNMENT:

Motion to adjourn was made by Nicholas Hargrove and seconded by Paul J. Attocknie Jr. Motion carried unanimously and the meeting was adjourned at 10:08 pm.



Deanna Dobbs

Authorized Signature

4/16/25

Date Approved