



To the Comanche Nation,

Today, I have chosen to address the entire Nation because of the persistent and harmful rumors and misinformation that continue to circulate within our community. These ongoing discussions have created confusion and concern among our tribal citizens. Below, I address several of the issues that have been raised and provide factual information regarding each matter. Open communication and honest dialogue are important to ensuring that our citizens are informed and that we move forward together as a Nation.

Dismissal of Employees

There has been misinformation circulating regarding the Employee Wellness Initiative and claims that employees will be terminated or furloughed after returning from their wellness leave. **These statements are false.**

Yes, the Comanche Nation, like many organizations, is facing economic challenges. Reduced casino revenues, the impact of the federal government shutdown earlier this year, and inflation caused by the war in Iran have all created financial pressure on the Comanche Nation and all its tribal members.

Despite these challenges, our leadership team has worked diligently to protect jobs, maintain services, and avoid any pay cuts whenever possible. While there are financial obstacles this year, **we are not firing or furloughing employees after the Employee Wellness Initiative.** The Employee Wellness Initiative is a good thing, a moment to allow our dedicated teams some much needed rest. Baseless rumors like this stir up gossip and cause anxiety in the exact people we're trying to help enjoy some much-deserved time off.

Project budgets

Claims that Tribal Administration has overspent are **false**. The Nation has not received full casino drawdowns this year. The revenue projected for this fiscal year from the casinos was more than \$56 million. Currently, they are on pace to make approximately \$44 million. From that \$44 million, the gaming commission and the previous year's audit adjustment must be paid prior to the tribal government receiving its distribution.

As a result, I have had to carefully manage available resources while continuing operations that serve our Nation. This has been done successfully, because the tribal government is on pace to spend approximately \$27 million on programs receiving gaming funds within the number of available resources for the fiscal year.

Project improvements

There has been misinformation regarding recent projects and improvements throughout the Nation, and these are **false**. For example, the rodeo arena improvements for the Comanche Nation Fair were made possible through collaboration, partnerships, and hard work between



Comanche Nation employees, community partners, and county officials who came together with common goals of improving the fairgrounds for our members and visitors.

These accomplishments were not the result of one individual but the collective efforts of many dedicated people working together to make sure the project was completed before the Fair. We extend our sincere appreciation to all employees, county partners, and community members who are contributing their time, expertise, and resources to make this project a reality.

Rather than standing still during difficult times, the Nation's leadership team has focused on building a stronger future for our Nation. The reality is that we have expanded resources and opportunities for our people through initiatives such as the **Food Bank, Community Garden, Fitness Center, Gift Shop, Red Berry Health System, and Funeral Home**. These investments are designed to increase self-sufficiency, create long-term financial growth, and provide meaningful services to our Tribal members.

No salary increases

Neither the Chairman nor I asked for salary increases for the next fiscal year's budget. Claims of the contrary are **false**. These are difficult financial times for our Nation and our tribal members. Salaries for the Nation's top executives are the same as the previous fiscal year. Leadership understood the financial realities facing the Nation and did not seek increases during economic uncertainty.

Closing thoughts

Having people gossip about you is an unfortunate part of all politics. It comes with the job. I have noticed in recent months that there has been a swell of resentment, fear, gossip and mean-spiritedness. Let us listen with open minds. I want to understand your perspective, and I hope that you will try to understand ours. Even if we do not reach a complete agreement, we can still engage thoughtfully, treat each other with dignity, and work toward a respectful and productive pay forward.

To all the Comanche Nation, when you hear these rumors and gossip, I would ask before you react, seek facts from reputable sources like the Nation's PIO and Comanche Nation News instead of stoking the fires of misinformation. If something concerns you, I encourage you to ask questions and seek clarification rather than relying on speculation.

The challenges we all face are real, but so is the commitment of this leadership to protect employees, serve our members, and position the Comanche Nation for long-term success.

Together, we will continue moving forward.