

**Meeting of the  
Prairie Meadows Board of Directors  
March 3, 2026  
10:00 a.m.**

The Meeting of the Prairie Meadows Board of Directors was called to order by Dr. Neville in the James Rasmussen Board Room at Prairie Meadows in Altoona, Iowa, at 10:12 a.m.

Roll Call.

Senator Tony Bisignano  
Chris Costa  
Rowena Crosbie, absent  
Tim Goodwin  
Jeremy Hamp, via Zoom  
Deb Leech, via Zoom  
Dr. Ian Lin, absent  
Denny Linderbaum, absent

Andrea Morse, via Zoom  
Joe Nehring, via Zoom  
Dr. Steven Neville  
Tiffany Tauscheck, absent  
Tom Timmons  
Jeff Wangsness, via Zoom  
Art Wittmack

Also in attendance were:

Brian Ohorilko, President & CEO  
Tom Flynn, Legal Counsel  
Erin Clanton, Legal Counsel, via Zoom

Audrey Higgins, Its Recording Secretary  
Members of the Press, Public and Staff

Action Item – Incentive Evaluation for Gary Palmer. Dr. Neville said the action item for today is the bonus incentive evaluation for Gary Palmer. Mr. Costa said he would like to make a motion to go into Closed Session pursuant to Iowa Code Section 21.5(1)i to evaluate Gary Palmer’s performance as CEO in 2025 and discuss any additional bonus to be paid to him for such performance. A Closed Session will allow Gary Palmer’s performance to be evaluated in a manner that will prevent needless and irreparable injury to Gary’s reputation. Mr. Flynn said there is a second part of the Closed Meeting exception. Gary Palmer, as the subject of the Closed Session, has the right to request a Closed Session, if he believes his reputation may be negatively affected in Open Session. Mr. Flynn said he was given permission by Dr. Neville to contact Mr. Palmer via email. Mr. Palmer was advised that this meeting would be held and that there could be unflattering comments. On Monday, Mr. Palmer responded to Mr. Flynn in an email and did request the Board go into Closed Session and communicated that he would not attend the meeting. Senator Bisignano seconded the motion to go into Closed Session. Dr. Neville requested a vote and stated there would need to be two-thirds of the members vote for the Closed Session. Dr. Neville asked for a vote by roll call to go into Closed Session.

Senator Tony Bisignano – Yes  
Chris Costa – Yes  
Rowena Crosbie, absent  
Tim Goodwin, via Zoom – Yes  
Jeremy Hamp, via Zoom – Yes  
Deb Leech, via Zoom – Yes  
Dr. Ian Lin, absent  
Denny Linderbaum, absent

Andrea Morse, via Zoom – Yes  
Joe Nehring, via Zoom – Yes  
Dr. Steven Neville – Yes  
Tiffany Tauscheck, absent  
Tom Timmons – Yes  
Jeff Wangsness, via Zoom – Yes  
Art Wittmack – Yes

Dr. Neville excused the staff and public for the Closed Session.

The Board entered Closed Session at 10:18a.m.

Open Session. At 11:51a.m., Dr Neville said we are now back in open session. He said the action item for today is the bonus incentive evaluation for Gary Palmer. Based upon the Executive Committee's evaluation of non-financial criteria, it concluded their recommendation to the Board is a bonus of \$210 thousand. If approved, that would bring Gary's total compensation for 2025 to \$1.65 million. The recommendation of the Executive Committee is \$210 thousand for the second part of Gary Palmer's bonus. Mr. Costa said he moved for a \$210 thousand discretionary bonus for Gary Palmer. Ms. Morse seconded the motion. Dr. Neville asked for any discussion, hearing none, he called for a voice vote by roll call.

Senator Tony Bisignano – Abstain  
Chris Costa – Yes  
Tim Goodwin, via Zoom – Abstain  
Jeremy Hamp, via Zoom – Abstain  
Deb Leech, via Zoom – Yes  
Dr. Ian Lin – Dr. Neville Proxy – Yes  
Denny Linderbaum – Dr. Neville Proxy – Yes

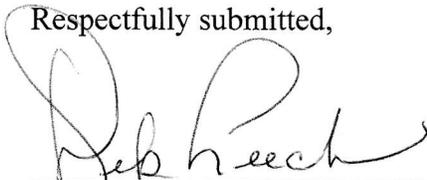
Andrea Morse, via Zoom – Yes  
Joe Nehring, via Zoom – Yes  
Dr. Steven Neville – Yes  
Tom Timmons – No  
Jeff Wangsness, via Zoom – Yes  
Art Wittmack – Yes

Dr. Neville said the votes were 9 yes, 1 no, and 3 abstain. The motion carried.

Other. Dr. Neville asked for any other business. There was none.

Adjournment. Mr. Costa moved to adjourn the meeting, the motion was seconded by Senator Tony Bisignano. The meeting adjourned at 11:54a.m.

Respectfully submitted,



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Deb Leech, Its Secretary