

# BOARD MEETING MINUTES

Regular Board Meeting | Osage Nation Gaming Enterprise  
Held at: Central Boardroom, 1211 West 36<sup>th</sup> St. N., Tulsa, OK 74127  
9:00 AM, Wednesday, February 25, 2026  
APPROVED MINUTES

## 1. Call to Order

Chair Holli Wells called the meeting to order at 9:04AM.

## 2. Roll Call

Present were: Holli Wells, Boyna Bear, Dr. Scottie Lawrence, and Daniel Carter. A quorum was established.

Osage Casino staff and guests attending in person were Kimberly Pearson, CEO; Brian Parrish, COO; Keisha Roland, CFO; Joe Roybal, CIO; Kyle Revard, CHRO; Ashlee Hartness, Director of Regulatory Compliance; Tonya Caves, Chief Executive Assistant; Kasi Stumpff, Communications Specialist; Pamela Ballard, ONGE Board Liaison; Terry Mason Moore, Legal Counsel; and Speaker Pam Shaw.

Joining via Webex: Legal Counsel Alyssa Campbell, Congresswoman Maria Whitehorn, Congresswoman Whitney Red Corn, Congresswoman Jodie Revard, David Browsers, Congressional Budget Analyst, and Benny Polocca with *Osage News*. Lacie Wynn, ONGC Director, joined for a brief period.

## 3. Kyle Revard gave the opening prayer.

## 4. Adoption of Agenda

**MOTION** by Daniel Carter for Board to approve the regular meeting Agenda for February 25, 2026; Boyna Bear seconded the motion, which passed unanimously.

### **MOTION CARRIED**

## 5. Approval of Minutes

**MOTION** by Boyna Bear for Board to approve the Regular Meeting Minutes from January 21, 2026. Scottie Lawrence seconded the motion, which passed unanimously.

### **MOTION CARRIED**

## 6. Board to hear, review, discuss, and consider reports.

### **ONGE Board**

Discussion held regarding a letter received from the *Osage News*, requesting additional financial support / sponsorship for political debates. The Board will draft a response to *Osage News*.

### **CEO Kimberly Pearson**

CEO Pearson provided updates on capital projects, review of approval items, and overview of Sovereignty Day Leadership Assembly.

### **COO Brian Parrish**

Reviewed COO Report included in Board packet.

CFO Keisha Rowland

Report to be given in Executive Session.

CIO Joe Roybal

Reviewed detailed I.T. report included in Board packet.

CHRO, Kyle Revard

- a. Detailed HR report included in the Board packet.
- b. One Amended HR Policy for Board approval.
- c. Reviewed proposed contract for Wage & Compensation Study

Regulatory Compliance Director, Ashlee Hartness

- a. Detailed Compliance report included in the Board packet.
- b. Presented two SICS for Board approval.
- c. Presented one Tort Claim for Board approval.

Osage Nation Gaming Commission:

No one present.

Osage Nation Principal Chief's Office:

No one present.

Osage Nation Congress:

Congresswoman Shaw mentioned prediction markets being a primary point of discussion at the NIGC Conference which she and Congresswoman Red Corn recently attended.

Public Comments:

None.

7. Board to review, consider and take action, if necessary, on any items discussed above.  
None taken.
8. Board to hear, review, consider, and take action regarding any new business.  
None taken.
9. Board to hear, review, consider, and take action regarding any unfinished business.  
None taken.
10. **Motion** by Scottie Lawrence for Board to take a fifteen-minute recess beginning at 10:04AM; motion seconded by Boyna Bear.

**MOTION CARRIED**

**Meeting was reconvened at 10:22AM.**

11. Board to enter Executive Session.

**MOTION** by Scottie Lawrence for Board to enter Executive Session at 10:23AM; Boyna Bear seconded the motion, which passed unanimously.

**MOTION CARRIED**

12. Board to exit Executive Session and return to Open Session.

**MOTION** by Daniel Carter to exit Executive Session and return to Open Session at 11:15AM; Scottie Lawrence seconded the motion, which passed unanimously.

**MOTION CARRIED**

13. Board to review, consider and take action on the following items.

**MOTION** by Boyna Bear for the Board to approve the wire transfer of the monthly Tribal Distribution for February 2026 for \$7,333,333.33; Scottie Lawrence seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

**MOTION CARRIED**

**MOTION** by Boyna Bear for the Board to approve the distribution of the monthly Narrative and Financials to the Executive and Legislative Branches. Scottie Lawrence seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

**MOTION CARRIED**

**MOTION** by Boyna Bear for the Board to approve Check Numbers 163090 and 163117. Scottie Lawrence seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

**MOTION CARRIED**

**MOTION** by Boyna Bear for the Board to approve a \$500 donation for the Wak'O Owatsi Dance to be held on February 28, 2026. Scottie Lawrence seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

**MOTION CARRIED**

**MOTION** by Boyna Bear for Board to approve updated HR Policy OP 25-011 Payroll Department, Holidays. Scottie Lawrence seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

**MOTION CARRIED**

**MOTION** by Boyna Bear for Board to approve Risk & Safety's recommendation on Tort Claim TC-26-02. Scottie Lawrence seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

**MOTION CARRIED**

**MOTION** by Boyna Bear for Board to approve SICS Section 4 Supervision of Gaming Departments and SICS Section 5 Handicapped Guests. Scottie Lawrence seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

**MOTION CARRIED**

**MOTION** by Boyna Bear for Board to approve Resolution 26-05 Wage & Compensation Study. Scottie Lawrence seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

**MOTION CARRIED**

**MOTION** by Boyna Bear for Board to approve Resolution 26-12 Endowed Scholarship Fund. Scottie Lawrence seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

**MOTION CARRIED**

14. Board to enter Closed Executive Session to discuss confidential, personnel, legal, and/or proprietary matters.

**MOTION** by Boyna Bear for Board to enter Closed Executive Session. Scottie Lawrence seconded the motion, which passed unanimously. Closed Executive Session convened at 11:22AM.

**MOTION CARRIED**

15. Board to exit Closed Executive Session and return to Open Session.

**MOTION** by Scottie Lawrence for Board to exit Closed Executive Session at 12:09PM; Boyna Bear seconded the motion, which passed unanimously.

**MOTION CARRIED**

**MOTION** by Boyna Bear for Board to approve Resolution 26-13 FY2027 Estimated Tribal Distribution. Scottie Lawrence seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

**MOTION CARRIED**

16. Date and time of the next meeting:

The next Regular Board meeting is scheduled for Wednesday, March 25, 2026, at 9:00AM via Webex.

17. Adjournment

Without further discussion the meeting adjourned at 12:11PM.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Pamela Ballard".

Pamela Ballard, Board Liaison | Executive Assistant, ONGE Board