

BOARD MEETING MINUTES

Regular Board Meeting | Tulsa Central Services Board Room
1211 West 36th Street No., Tulsa, OK 74127
10:00AM, Tuesday, June 24, 2025
APPROVED MINUTES

1. Call to Order

Chair Claudette Carnett called the meeting to order at 10:22AM.

2. Roll Call

Pamela Ballard, Executive Assistant, called the roll. Present were Claudette Carnett, Bruce Pollock, and Holli Wells. (Bruce Pollock was present via Webex.) 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; Dyana Sanchez, Director of Marketing; Mark Dunn, Director of Hotel Operations; and Danielle Rosamilia, Director of Food and Beverage.

Also joining via Webex were Terry Mason Moore, Legal Counsel; James Aldridge, Deputy Chief of Staff; and Rachel Loudon, Compliance Consultant.

3. CHRO Revard gave the opening prayer.

4. Chair Carnett welcomed everyone to the meeting.

5. Adoption of Agenda

MOTION by Holli Wells for Board to approve the regular meeting Agenda for June 25, 2025; Bruce Pollock seconded the motion, which passed unanimously.

MOTION PASSED

6. Approval of Minutes

MOTION by Holli Wells for Board to approve the Regular Meeting Minutes from May 21, 2025. Bruce Pollock seconded the motion, which passed unanimously.

MOTION PASSED

7. Board to hear, review, discuss, and consider reports.

ONGE Board

Discussed ONGE Board Budget for FY26 with James Aldridge. Pamela Ballard will meet with Rebecca Moetala, prior to submitting the budget to Congress.

CEO Kimberly Pearson

- a. Landscaping project is set for completion by November; working with Marketing to place signage for guests (e.g. "Pardon our Progress.")
- b. Working on bids for Ponca City expansion.
- c. Digital signage for Tulsa, Pawhuska, and Bartlesville will be delivered August 1st, with a projected completion date of September 15th.
- d. Currently in design phase for Tulsa C-Store.

- e. Hominy water tank project is scheduled for completion by the end of the month.
- f. Provided overview of Board approval items.

COO Brian Parrish

- a. Medallia surveys are now in place for all properties, with team-member engagement surveys beginning August 1st.
- b. New Call Center operations begin today, June 24th.
- c. OIGA-backed sportsbook legislation will likely be presented during the 2026 Legislative session.
- d. Kaizen sessions have been expanded to EVS and F&B; team members are very engaged in the process.

CIO Joe Roybal

- a. Digital Strategy is now in the implementation phase; Digital Strategy Execution Team meeting bi-weekly.
- b. Organizational Change Management Workshop is scheduled.
- c. Outsourced Call Center is implemented as of 2pm, June 24th. Any call on hold for more than fifteen seconds is automatically routed to this Call Center.
- d. Moving forward in implementing C-Store transactions with OC Loyalty Program.
- e. Detailed I.T. report included in Board packet.

CFO Keisha Roland

Finance report reserved for Executive Session.

CHRO, Kyle Revard

- a. Open Enrollment begins in August.
- b. Detailed HR report included in the Board packet.

Regulatory Compliance Director, Ashlee Hartness

- a. Detailed Compliance report included in the Board packet.
- b. Compliance score for month of 100% (no management letters received); Q3 compliance score of 99.23%.
- c. ONGC has approved changes to Table Games SICS.
- d. New Title 31 Training was rolled out the week of June 16th.

Osage Nation Gaming Commission:

No one present.

Osage Nation Principal Chief's Office:

Mr. Aldridge did not have a report.

Osage Nation Congress:

No one present.

- 8. Board to review, consider and take action, if necessary, on any items discussed above.
None taken.
- 9. Board to hear, review, consider, and take action regarding any new business.
None taken.
- 10. Board to hear, review, consider, and take action regarding any unfinished business.
None taken.

11. Board to enter Executive Session to discuss confidential and/or proprietary matters.

MOTION by Holli Wells for Board to enter Executive Session. Bruce Pollock seconded the motion, which passed unanimously. Executive Session convened at 11:33AM.

MOTION PASSED

CHAIR CALLED FOR A RECESS AT 11:33AM; EXECUTIVE SESSION RECONVENED AT 12:20PM.

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

MOTION by Holli Wells for Board to exit Executive Session at 1:47PM. Bruce Pollock seconded the motion, which passed unanimously.

MOTION PASSED

13. Board to review, consider and take action, if necessary, on any items discussed above.

MOTION by Holli Wells for the Board to approve the wire transfer of the monthly Tribal Distribution for June 2025 for \$6,234,375. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Holli Wells for the Board to approve the distribution of the monthly Narrative to the Executive and Legislative Branches. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Holli Wells for the Board to approve Check Number 159100 payable to Gaming Capital Group. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Holli Wells for Board to approve Resolution 25-29 SOTOL, LLC Agreement. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Holli Wells for Board to approve Resolution 25-30 Bank Authorizations. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Holli Wells for Board to approve Resolution 25-31 FY2026 Annual Plan of Operations. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Holli Wells for Board to approve Resolution 25-32 ONGE FY2026 Budget. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Holli Wells for Board to approve Resolution 25-33 Banking - Confidential. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Holli Wells for the Board to approve Campbell Law Firm invoice for legal fees. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Holli Wells for the Board to approve Risk & Safety's recommended action on TC-25-10, TC-25-11, and TC-25-12. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

14. Board to enter Closed Executive Session to discuss personnel and legal matters.

MOTION by Holli Wells for Board to enter Closed Executive Session. Bruce Pollock seconded the motion, which passed unanimously. Closed Executive Session convened at 1:53PM.

MOTION PASSED

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

MOTION by Holli Wells for Board to exit Closed Executive Session at 2:07PM and return to Open Session. Bruce Pollock seconded the motion, which passed unanimously.

MOTION PASSED

16. Board to review, consider and take action, if necessary, on any items discussed above.
None taken.

17. Date and time of the next meeting:

The next Regular Board meeting will be held on Wednesday, July 23, 2025, at 10:00AM. The August Board meeting is scheduled for August 27, 2025, in Pawhuska.

18. Adjournment

Without further discussion the meeting adjourned at 2:09PM.

Respectfully Submitted,

A handwritten signature in black ink that reads "Pamela Ballard". The signature is written in a cursive, flowing style.

Pamela Ballard, Board Liaison/Executive Assistant
Osage Casinos