

BOARD MEETING MINUTES

Regular Board Meeting | Osage Nation Gaming Enterprise
Via Webex
9:00 AM, Wednesday, January 21, 2026
APPROVED MINUTES

1. Call to Order

Vice-Chair Boyna Bear called the meeting to order at 9:06AM.

2. Roll Call

Present were: Boyna Bear, Dr. Scottie Lawrence, and Daniel Carter. (Holli Wells had an excused absence.) A quorum was established. Vice-Chair Boyna Bear conducted the meeting.

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; Ebb Moton, Manager of Risk and Safety; Tonya Caves, Chief Executive Assistant; Kasi Stumpff, Communications Specialist; Pamela Ballard, ONGE Board Liaison; Terry Mason Moore and Alyssa Campbell, Legal Counsel; Congressman Scott Big Horse, Congresswoman Jodie Revard, and David Browsers, Congressional Budget Analyst. Benny Polocca with *Osage News* joined but exited for Executive Session.

Presenting the audit report for REDW were Sam Huff-Schlueter and Karen Bolano.

3. Kyle Revard gave the opening prayer.

4. Adoption of Agenda

MOTION by Scottie Lawrence for Board to amend the regular meeting Agenda for January 21, 2026, by moving the Executive Session to item number six; Daniel Carter seconded the motion, which passed unanimously.

MOTION PASSED

5. Approval of Minutes

MOTION by Scottie Lawrence for Board to approve the Regular Meeting Minutes from December 17, 2025. Daniel Carter seconded the motion, which passed unanimously.

MOTION PASSED

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

MOTION by Scottie Lawrence for Board to enter Executive Session. Daniel Carter seconded the motion, which passed unanimously. Executive Session convened at 9:11AM.

MOTION PASSED

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

MOTION by Daniel Carter for Board to exit Executive Session at 10:21AM; Scottie Lawrence seconded the motion, which passed unanimously.

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

MOTION by Scottie Lawrence for Board to enter Closed Executive Session. Daniel Carter seconded the motion, which passed unanimously. Closed Executive Session convened at 10:23AM.

MOTION PASSED

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

MOTION by Scottie Lawrence for Board to exit Closed Executive Session at 10:37AM; Daniel Carter seconded the motion, which passed unanimously.

MOTION PASSED

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

ONGE Board – No report,

CEO Kimberly Pearson

CEO Pearson left the meeting at 10:38AM to attend meeting with Executive Branch.

COO Brian Parrish

Reviewed COO Report included in Board packet and discussed collaborative work on Business Plan.

CFO Keisha Rowland

Report given in Executive Session.

CIO Joe Roybal

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.

Regulatory Compliance Director, Ashlee Hartness

a. Detailed Compliance report included in the Board packet.

Osage Nation Gaming Commission:

No one present.

Osage Nation Principal Chief's Office:

No one present.

Osage Nation Congress:

Congresswoman Revard announced Appropriations Committee meeting for January 27, 2026.

Public Comments:

None.

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

12. Board to hear, review, consider, and take action regarding any new business.

None taken.

13. Board to hear, review, consider, and take action regarding any unfinished business.

None taken.

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

MOTION by Scottie Lawrence for the Board to approve the wire transfer of the monthly Tribal Distribution for January 2026 for \$7,333,333.33; Daniel Carter seconded the motion. The Vice-Chair called for the vote:

| | |
|------------------|--------|
| Holli Wells | ABSENT |
| Boyna Bear | YES |
| Scottie Lawrence | YES |
| Daniel Carter | YES |

MOTION PASSED

MOTION by Scottie Lawrence for the Board to approve the distribution of the monthly Narrative and Financials to the Executive and Legislative Branches. Daniel Carter seconded the motion. The Vice-Chair called for the vote:

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|------------------|--------|
| Holli Wells | ABSENT |
| Boyna Bear | YES |
| Scottie Lawrence | YES |
| Daniel Carter | YES |

MOTION PASSED

MOTION by Daniel Carter for the Board to approve Check Numbers 162306, 162470, 162484, 162516, 162568, 162649, 162705, 162747, 162748, and 162749. Scottie Lawrence seconded the motion. The Vice-Chair called for the vote:

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|------------------|--------|
| Holli Wells | ABSENT |
| Boyna Bear | YES |
| Scottie Lawrence | YES |
| Daniel Carter | YES |

MOTION PASSED

MOTION by Scottie Lawrence for Board to approve Risk & Safety's recommendation on Tort Claim TC-26-01. Daniel Carter seconded the motion. The Vice-Chair called for the vote:

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|------------------|--------|
| Holli Wells | ABSENT |
| Boyna Bear | YES |
| Scottie Lawrence | YES |
| Daniel Carter | YES |

MOTION by Scottie Lawrence for Board to approve Campbell Law Invoice #02675; Daniel Carter seconded the motion. The Vice-Chair called for the vote:

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|------------------|--------|
| Holli Wells | ABSENT |
| Boyna Bear | YES |
| Scottie Lawrence | YES |
| Daniel Carter | YES |

MOTION PASSED

MOTION by Scottie Lawrence for Board to approve updated HR Policy OP 23.009 Employee Relations. Daniel Carter seconded the motion. The Vice-Chair called for the vote:

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|------------------|--------|
| Holli Wells | ABSENT |
| Boyna Bear | YES |
| Scottie Lawrence | YES |
| Daniel Carter | YES |

MOTION PASSED

MOTION by Scottie Lawrence for Board to approve Resolution 26-09 Lake Ozark Emergency Services Agreement. Daniel Carter seconded the motion. The Vice-Chair called for the vote:

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|------------------|--------|
| Holli Wells | ABSENT |
| Boyna Bear | YES |
| Scottie Lawrence | YES |
| Daniel Carter | YES |

MOTION PASSED

MOTION by Scottie Lawrence for Board to approve Resolution 26-10 Rick Scott Construction, Ponca City. Daniel Carter seconded the motion. The Vice-Chair called for the vote:

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|------------------|--------|
| Holli Wells | ABSENT |
| Boyna Bear | YES |
| Scottie Lawrence | YES |
| Daniel Carter | YES |

MOTION PASSED

MOTION by Scottie Lawrence for Board to approve Resolution 26-11 Approval of FY2025 Annual Audit. Daniel Carter seconded the motion. The Vice-Chair called for the vote:

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|------------------|--------|
| Holli Wells | ABSENT |
| Boyna Bear | YES |
| Scottie Lawrence | YES |
| Daniel Carter | YES |

MOTION CARRIED

MOTION by Scottie Lawrence for Board to approve FY26 Q1 Employee Incentives and FY2025 Annual Bonuses. Daniel Carter seconded the motion. The Vice-Chair called for the vote:

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|------------------|--------|
| Holli Wells | ABSENT |
| Boyna Bear | YES |
| Scottie Lawrence | YES |
| Daniel Carter | YES |

MOTION PASSED

15. Date and time of the next meeting:

The next Regular Board meeting is scheduled for Wednesday, February 25, 2026, at 10:00AM in the Central Boardroom.

16. Adjournment

Without further discussion the meeting adjourned at 11:22AM.

Respectfully Submitted,



Pamela Ballard, Board Liaison | Executive Assistant, ONGE Board