

BOARD MEETING MINUTES

Regular Board Meeting | Tulsa Central Services Board Room
1211 West 36th Street No., Tulsa, OK 74127
10:00AM, Wednesday, May 21, 2025
APPROVED MINUTES

1. Call to Order

Chair Claudette Carnett called the meeting to order at 10:02AM.

2. Roll Call

Pamela Ballard, Executive Assistant, called the roll. Present were Claudette Carnett, Bruce Pollock, and Holli Wells. 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, Kasi Stumpff, Communications Specialist; and Alyssa Campbell, Legal Counsel.

Joining via Webex were Terry Mason Moore, Legal Counsel; Clark Batson, Osage Nation Treasurer; James Aldridge, Deputy Chief of Staff; and Benny Polocca, *Osage News*.

3. COO Parrish gave the opening prayer.

4. Chair Carnett welcomed CFO Roland and Marketing Director Sanchez to the team.

5. Adoption of Agenda

MOTION by Holli Wells for Board to approve the regular meeting Agenda for May 21, 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 April 16, 2025, along with Minutes from the Emergency Meetings of April 23, 2025, and May 9, 2025. Bruce Pollock seconded the motion, which passed unanimously.

MOTION PASSED

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

ONGE Board

On May 20th, Chair Carnett, Sec'y/Treasurer Pollock, and CEO Pearson attended a dedication ceremony of the Springfield Community Gardens. Congressman Maker conducted the dedication and blessing ceremony.

Discussed ONGE Board Budget for FY26.

CEO Kimberly Pearson

- a. Collaborating with the Corporation Commission and the OERB to assist with removal of sixteen tanks from the Reed property.
- b. Met with the IRS to discuss the Bank Secrecy Act; currently addressing items discussed.
- c. Provided overview of Board approval items.

CIO Joe Roybal

- a. Digital Business Survey presentation
- b. Detailed I.T. report included in Board packet.

COO Brian Parrish

- a. FY26 Budget process is underway, presentation at June Board meeting.
- b. Short and long-term business plans are moving forward.
- c. New initiatives for food, beverages, and hotels should begin yielding results in Q4.
- d. Medallia program starting at other properties.

CFO Keisha Roland

Finance report reserved for Executive Session.

CHRO, Kyle Revard

- a. Detailed HR report included in the Board packet.
- b. Presented Grievance Policy Revision for Board approval.

Regulatory Compliance Director, Ashlee Hartness

- a. Detailed Compliance report included in the Board packet.
- b. Compliance score of 99.23%.
- c. Performing Cage and GSR Assessments.

Osage Nation Gaming Commission:

No one present.

Osage Nation Principal Chief's Office:

No one present.

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 11:49AM.

MOTION PASSED

CHAIR CALLED FOR A RECESS AT 11:49AM; EXECUTIVE SESSION RECONVENED AT 12:01PM.

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

MOTION by Holli Wells for Board to exit Executive Session at 12:48PM. 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 May 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 Numbers 158339, 158340, 158341, 158517, and 158522 all payable to Aristocrat Technologies. 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 25-18 Dream Keepers Park Sponsorship Agreement. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	NO
Holli Wells	NO
Bruce Pollock	NO

MOTION FAILED

MOTION by Holli Wells for Board to approve Resolution 25-28 Inlonshka Donation (Amended.) 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 Board to approve HR Policy #OP23.021 Grievance Resolution. 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 the HR Benefit Plan Renewal. 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 12:58PM.

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 1:13PM 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 Tuesday, June 24, 2025, at 10:00AM.

18. Adjournment

Without further discussion the meeting adjourned at 1:14PM.

Respectfully Submitted,



Pamela Ballard, Board Liaison/Executive Assistant
Osage Casinos