



Regular Board Meeting | Tulsa Central Services
10:00AM, Tuesday, June 25, 2024
APPROVED MINUTES

1. Call to Order

Chair Claudette Carnett called the meeting to order at 10:13AM.

2. Roll Call

Pamela Ballard, Executive Assistant, called the roll. Present were Claudette Carnett, Chair; Bruce Pollock, Secretary-Treasurer; Holli Wells, member, and Amy Tall Chief, member. Geoff Hager, Vice-Chair, had an excused absence due to business travel. A quorum was established.

Osage Casino staff and guests in attendance were Kimberly Pearson, CEO; Brian Parrish, COO, Tim Steinke, CFO; Joe Roybal, CIO; Kyle Revard, CHRO; Ashlee Hartness, Interim Regulatory Compliance Director; Tonya Caves, Executive Assistant, Kasi Stumpff, Executive Assistant; Greg Laird, Legal Counsel; Congresswoman-Elect, Maria Whitehorn, and summer intern, Bobbi Walker.

Joining via WebEx was Terry Mason-Moore, Legal Counsel; Assistant Chief Walker; Jordan Fraser, Congressional Budget Analyst; Rachel Loudon, Compliance Consultant; and Osage News Reporter, Benny Polacca.

3. Opening Prayer

Assistant Chief Walker gave the opening prayer.

4. Adoption of Agenda

MOTION by Bruce Pollock for Board to approve the regular meeting Agenda for June 25, 2024. Holli Wells seconded the motion, which passed unanimously.

MOTION PASSED

5. Approval of Minutes

MOTION by Bruce Pollock for Board to approve the regular meeting Minutes from May 22, 2024. Holli Wells seconded the motion, which passed unanimously.

MOTION PASSED

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

Osage Nation Gaming Enterprise Board:

Reviewed recent surveys of LLC property and Skyway36 and discussed the impact this has on Tulsa Operations.

Chair called for a motion to recess.

MOTION by Bruce Pollock to recess for team to virtually attend the LLC Meeting. Holli Wells seconded the motion, which passed unanimously.

MOTION PASSED

Recess at 10:40AM; meeting resumed at 12:08PM.

Kimberly Pearson, CEO

- a. Pictures were shown and an update given on our new Training Center. This real-situation training center will transform the training experience for new staff.
- b. CEO Pearson shared a testimonial from a former Osage Casinos intern, who credits that experience for his now, successful career. This story will be shared through social media and other press outlets.
- c. Schematic drawings from the Ponca City expansion were shared. The renovation will include a new bar area and table games.
- d. The opportunity for a Community Partnership with OSU-Tulsa was presented.

COO Brian Parrish

- a. Expressed gratitude to Executive Management Team for their support and cooperation in implementing new training(s).
- b. YTD revenue is on point.
- c. Investment in QCI is paying off—this is key to growing revenue.
- d. RFP has been issued for Ad Agency.
- e. Developed service surveys. These invigorate team member engagement at all levels.
- f. Evaluating two different outbound call centers for engagement.
- g. Looking at revenue per square foot in casinos.
- h. Reevaluating our Title 31 policies to close any gaps.
- i. Breakfast at our Pawhuska property will have a soft opening on June 26th, with official opening on June 27th. We will begin offering breakfast Thursdays – Sundays and will reevaluate to see if an expanded schedule is desired.

CFO Tim Steinke

- a. Reserved financial report for Executive Session.
- b. An RFP has been issued for Standardized Labor Scheduling program.

CIO, Joe Roybal

- a. Bulletproof, a security company/consultant, will begin work July 8th. An Executive Report will be issued, with Board presentation preliminarily scheduled for August.
- b. We are updating our Microsoft contract from Corporate to Government. This will provide additional security measures.
- c. Evaluating I.T. equipment throughout the Enterprise for end-of-life transition.

CHRO Kyle Revard

- a. Enthusiastic about the progress with the Training Simulator. Training modules have been built out.
- b. The implementation of the Standardized Labor Scheduling Program will be a great tool for both management and staff.
- c. Updates were given regarding the Department of Labor's proposed change to the Exempt Employee requirements, as well as the No Tax on Tips legislation being introduced by Senator Ted Cruz (R-Texas.)

Interim Regulatory Compliance Director, Ashlee Hartness

- a. No Tort Claims for the Board to review this month.
- b. Finalized Security and Key Management Assessments; the assessment for Table Games has started.

- c. Departments are working on SICS. One more meeting is scheduled to finalize sections.
- d. Credit Card SICS process has started. A second meeting is scheduled June 27th to clearly define process. Procedures for Travel will follow.
- e. Seven (7) final management letters were received, along with twenty-eight requests from the ONGC. All requests were responded to by deadline.
- f. Received six of the seven BINGO audits. Discussion is ongoing with the ONGC regarding these audits.
- g. 98.79% compliance score for the month & quarter.
- h. ONGC has eighty-three pending Vendor applications; fifty-one are over 30 days pending.
- i. Four (4) TICS have been posted for the second 30-day comment period.
- j. Hartness referred the Board to the Compliance Narrative in their board packet for the comprehensive monthly overview.

Osage Nation Gaming Commission:

No report provided.

Osage Nation Principal Chief's Office:

No report given.

Osage Nation Congress:

No report given.

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

MOTION by Bruce Pollock that both Holli Wells' and Geoff Hager's Board Meeting absences be recorded as "excused." Amy TallChief seconded the motion, which passed unanimously. (Note: Holli Wells initially recused herself from the vote; however, it was deemed she was allowed to vote since the motion addressed Geoff Hager's absences, too.)

MOTION PASSED

MOTION by Holli Wells for Board to allow Congresswoman-Elect, Maria Whitehorn to remain for Executive session. Bruce Pollock seconded the motion, which passed unanimously.

MOTION PASSED

MOTION by Bruce Pollock for Board to send letter to ONGC to formally request Holli Wells be on their July 2024 Board Meeting agenda. Meeting is currently scheduled for July 17, 2024. Amy TallChief seconded the motion, which passed unanimously.

MOTION PASSED

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.
Discussion of TICS Audits has been placed under "Unfinished Business."

10.Board entered Executive Session to discuss confidential and/or proprietary matters.

MOTION by Bruce Pollock for Board to enter Executive Session at 1:20PM. Holli Wells seconded the motion, which passed unanimously.

MOTION PASSED

Chair called for a motion to recess.

Recess at 1:21PM; Executive Session resumed at 1:40PM.

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

MOTION by Bruce Pollock for Board to exit Executive Session at 3:22PM. Holli Wells seconded the motion, which passed unanimously.

MOTION PASSED

11. Board to take action on items discussed in Executive Session.

MOTION by Holli Wells for the Board to approve the wire transfer of the monthly Tribal Distribution for June 2024 for \$6,454,545.45. Bruce Pollock seconded the motion. Chair called for the vote:

MOTION PASSED

Claudette Carnett	YES
Geoff Hager	ABSENT
Bruce Pollock	YES
Holli Wells	YES
Amy Tall Chief	YES

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

Claudette Carnett	YES
Geoff Hager	ABSENT
Bruce Pollock	YES
Holli Wells	YES
Amy Tall Chief	YES

MOTION PASSED

MOTION by Bruce Pollock for the Board to approve Check No. 152556, payable to Covalent Technologies. Holli Wells seconded the motion. Chair called for the vote:

Claudette Carnett	YES
Geoff Hager	ABSENT
Bruce Pollock	YES
Holli Wells	YES
Amy Tall Chief	YES

MOTION PASSED

MOTION by Bruce Pollock for the Board to approve Check No. 152632, payable to Crossland Construction Co. Holli Wells seconded the motion. Chair called for the vote:

Claudette Carnett	YES
Geoff Hager	ABSENT
Bruce Pollock	YES
Holli Wells	YES
Amy Tall Chief	YES

MOTION PASSED

MOTION by Bruce Pollock for Board to approve Resolution 24-37 FY2025 Annual Plan of Operations. Holli Wells seconded the motion. The Chair called for the vote:

MOTION PASSED

Claudette Carnett	YES
Geoff Hager	ABSENT
Bruce Pollock	YES
Holli Wells	YES
Amy Tall Chief	YES

MOTION by Bruce Pollock for Board to approve Resolution 24-38 Missouri Confidential. Holli Wells seconded the motion. The Chair called for the vote:

MOTION PASSED

Claudette Carnett	YES
Geoff Hager	ABSENT
Bruce Pollock	YES
Holli Wells	YES
Amy Tall Chief	YES

MOTION by Bruce Pollock for Board to approve Resolution 24-39 Confidential. Holli Wells seconded the motion. The Chair called for the vote:

MOTION PASSED

Claudette Carnett	YES
Geoff Hager	ABSENT
Bruce Pollock	YES
Holli Wells	YES
Amy Tall Chief	YES

MOTION by Bruce Pollock for Board to approve Resolution 24-40 Ponca City. Holli Wells seconded the motion. The Chair called for the vote:

MOTION PASSED

Claudette Carnett	YES
Geoff Hager	ABSENT
Bruce Pollock	YES
Holli Wells	YES
Amy Tall Chief	YES

MOTION by Holli Wells for Board to approve Resolution 24-41 OSU Community Partnership. Bruce Pollock seconded the motion. The Chair called for the vote:

MOTION PASSED

Claudette Carnett	YES
Geoff Hager	ABSENT
Bruce Pollock	YES
Holli Wells	YES
Amy Tall Chief	YES

12.Board to enter Closed Executive Session for personnel and legal discussion.

MOTION by Bruce Pollock for Board to enter Closed Executive Session at 3:24PM. Holli Wells seconded the motion, which passed unanimously.

MOTION PASSED

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

MOTION by Bruce Pollock for Board to exit Closed Executive Session at 3:49PM. Holli Wells seconded the motion, which passed unanimously.

MOTION PASSED

14.Board to take action on items discussed in Closed Executive Session.

MOTION by Bruce Pollock for Board to send a formal request to the Chief requesting the LLC property be resurveyed and a new map produced to accommodate both the LLC and Central Services . Holli Wells seconded the motion. The Chair called for the vote:

MOTION PASSED

Claudette Carnett	YES
Geoff Hager	ABSENT
Bruce Pollock	YES
Holli Wells	YES
Amy Tall Chief	YES

15.Date and time of the next meeting:

The next Regular Board meeting will be held on Wednesday, July 24, 2024, at 10:00AM in the Central Services Boardroom.

16.Adjournment

Without further discussion the meeting adjourned at 4:00PM.

Pamela Ballard

Executive Assistant
Osage Casinos