

BOARD MEETING MINUTES

Regular Board Meeting | Osage Nation Gaming Enterprise
Virtual via Webex
9:00 AM, Wednesday, November 19, 2025
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, and Dr. Scottie Lawrence. Member Daniel Carter had an excused absence. A quorum was established.

Osage Casino staff and guests attending were Kimberly Pearson, CEO; Brian Parrish, COO; Joe Roybal, CIO; Kyle Revard, CHRO; Dyana Sanchez, Director of Marketing; Ashlee Hartness, Director of Regulatory Compliance; Tonya Caves, Chief Executive Assistant; Kasi Stumpff, Communications Specialist; and Terry Mason Moore and Alyssa Campbell, Legal Counsel.

Also in attendance via Webex were James Aldridge, Deputy Chief of Staff; Benny Polacca, *Osage News*; and Angela Brock, AcrobatAnt.

3. Vice-Chair, Boyna Bear gave the opening prayer.

4. Adoption of Agenda

MOTION by Scottie Lawrence for Board to approve the regular meeting Agenda for November 19, 2025; Boyna Bear seconded the motion, which passed unanimously.

MOTION PASSED

5. Approval of Minutes

MOTION by Boyna Bear for Board to approve the Regular Meeting Minutes from October 22, 2025. Scottie Lawrence seconded the motion, which passed unanimously.

MOTION PASSED

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

ONGE Board

Discussion of 2026 Board Meeting Calendar and Donation Requests occurred later in meeting.

CEO Kimberly Pearson

Reserved Review of Approval items after presentations by COO Parrish.

COO Brian Parrish

- a. Presented new marketing plan in collaboration with Dyana Sanchez, Director of Marketing, and Angela Brock from AcrobatAnt.
- b. In collaboration with Joe Roybal, CIO, presented Event Wagering Business Strategy.
- c. Reserved October 2025 Financial Report for Executive Session.

CIO Joe Roybal

- a. Detailed I.T. report included in Board packet.
- b. Discussed current and ongoing I.T. projects.

CFO Keisha Roland (absent)

- a. Financial reports included in Board packet.
- b. Financials presented by COO Parrish.

CHRO, Kyle Revard

- a. Detailed HR report included in the Board packet.
- b. Reviewed HR Policy Update to Personal PTO.

Regulatory Compliance Director, Ashlee Hartness

- a. Detailed Compliance report included in the Board packet.
- b. Presented 24 SICs for approval.

Osage Nation Gaming Commission:

No one present.

Osage Nation Principal Chief's Office:

Deputy Chief of Staff, James Aldridge, did not have a report.

Osage Nation Congress:

No one present.

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

MOTION by Boyna Bear for Board to enter Executive Session. Scottie Lawrence seconded the motion, which passed unanimously. Executive Session convened at 9:55AM.

MOTION PASSED

Chair Wells called for a break at 9:55AM; meeting resumed at 10:22AM.

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

MOTION by Boyna Bear for Board to exit Executive Session at 11:43AM; Scottie Lawrence seconded the motion, which passed unanimously.

MOTION PASSED

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

MOTION by Boyna Bear for the Board to approve the wire transfer of the monthly Tribal Distribution for November 2025 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	Absent

MOTION PASSED

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	Absent

MOTION PASSED

MOTION by Boyna Bear for the Board to approve Check Numbers 161385, 161638, 161733, 161766, 161821, 161822, and 161823. Scottie Lawrence seconded the motion. The Chair called for the vote:

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

MOTION PASSED

MOTION by Boyna Bear for Board to approve the 2026 ONGE Meeting Calendar. Scottie Lawrence seconded the motion. The Chair called for the vote:

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

MOTION PASSED

MOTION by Boyna Bear for Board to approve updated HR Policy OP 25.001 Personal Paid Time Off. Scottie Lawrence seconded the motion. The Chair called for the vote:

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

MOTION PASSED

MOTION by Boyna Bear for Board to approve Saia Trim Group to negotiate the sale of newly used steel bed frames. Scottie Lawrence seconded the motion. The Chair called for the vote:

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

MOTION PASSED

MOTION by Boyna Bear for Board to approve Resolution 26-03 Donation Request in the amount of \$10,000.00 to Celebrate Recovery/Pawhuska Ministerial Alliance. Scottie Lawrence seconded the motion. The Chair called for the vote:

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

MOTION PASSED

MOTION by Boyna Bear for Board to approve Resolution 26-06 U.S. Bank National Association & Other Banks – Limited Waiver of Sovereign Immunity. Scottie Lawrence seconded the motion. The Chair called for the vote:

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

MOTION PASSED

MOTION by Boyna Bear for Board to approve Amended Resolution 24-33 Confidential Missouri. Scottie Lawrence seconded the motion. The Chair called for the vote:

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

MOTION CARRIED

MOTION by Boyna Bear to approve SICS: Section 1 & 14 Supervision; Section 2 Associated Table Equipment; Section 3 Gaming Instruments; Section 5 Table Inventory; Section 6 Table Opening & Closing; Section 8 Wagering Limits; Section 8 & 9 Bet & Card Placement; Section 11 Progressive Jackpots; Section 10 Fills & Credits; Sections 12 & 13 Addition, Movement, or Disposal of Game; and Section 15 Chip Transfer & Destruction. Scottie Lawrence seconded the motion. The Chair called for the vote:

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

MOTION PASSED

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

Not needed.

14. Date and time of the next meeting:

The next Regular Board meeting is tentatively scheduled to be held on Wednesday, December 17, 2025, at 10:00AM.

The initial meeting for the Missouri Expansion Committee is tentatively scheduled for December 3rd at the Pawhuska Casino Hotel. A virtual option will be available for Board members.

15. Adjournment

Without further discussion the meeting adjourned at 11:54AM.

Respectfully Submitted,

A handwritten signature in black ink that reads "Pamela Ballard". The signature is written in a cursive, flowing style with a large loop at the end of the last name.

Pamela Ballard, Board Liaison | Executive Assistant
Osage Casinos