

BOARD MEETING MINUTES

Regular Board Meeting | Held via Webex
10:00AM, Wednesday, July 23, 2025
APPROVED MINUTES

1. Call to Order

Vice-Chair Holli Wells called the meeting to order at 10:02AM.

2. Roll Call

Pamela Ballard, Executive Assistant, called the roll. Present were Claudette Carnett, Holli Wells, Bruce Pollock, and Boyna Bear. A quorum was established. (Vice-Chair Wells chaired the meeting at the request of Chair Carnett.)

Osage Casino staff and guests attending were: Kimberly Pearson, CEO; Brian Parrish, COO; Keisha Roland, CFO; Joe Roybal, CIO; Kyle Revard, CHRO; Ashlee Hartness, Director of Regulatory Compliance; Kasi Stumpff, Communications Specialist; and Terry Mason Moore, Legal Counsel.

Also joining via Webex was Speaker Pam Shaw.

3. Boyna Bear gave the opening prayer.

4. Adoption of Agenda

MOTION by Bruce Pollock for Board to approve the regular meeting Agenda for July 23, 2025; Claudette Carnett 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 June 24, 2025. Claudette Carnett seconded the motion, which passed unanimously.

MOTION PASSED

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

ONGE Board
No report.

CEO Kimberly Pearson

- a. Provided brief overview of OIGA Conference.
- b. Provided overview of Board approval items.
- c. Provided updates and progress on capital projects.

COO Brian Parrish

- a. Provided update on progression of Medallia surveys.
- b. Provided update on Labor Optimization process.
- c. Announced Table Games should be operational in Bartlesville in September.
- d. Provided update on recent changes to and compliance with GITCA.
- e. Provided updates pertaining to Food & Beverage and Hotel services.

CFO Keisha Roland

Finance report reserved for Executive Session.

CIO Joe Roybal

- a. Provided detailed overview of Organizational Change Management Workshop.
- b. Implementation of C-Store transactions with OC Loyalty Program should be in place by Sept. 22, 2025.
- c. Detailed I.T. report included in Board packet.

CHRO, Kyle Revard

- a. Stated the Labor Optimization rollout in Skiatook was well-received.
- b. Reported the Soft Docs program is going smoothly.
- c. Manager's training has transitioned from classroom style to Lunch & Learns.
- d. Benefit costs continue to increase.
- e. Detailed HR report included in the Board packet.

Regulatory Compliance Director, Ashlee Hartness

- a. Detailed Compliance report included in the Board packet.
- b. One SIC presented for Board approval.

Osage Nation Gaming Commission:

No one present.

Osage Nation Principal Chief's Office:

No one present.

Osage Nation Congress:

Speaker Shaw provided positive remarks regarding the FY2025 Annual Plan of Operations.

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 Bruce Pollock for Board to enter Executive Session. Claudette Carnett seconded the motion, which passed unanimously. Executive Session convened at 10:51AM.

MOTION PASSED

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

MOTION by Bruce Pollock for Board to exit Executive Session at 11:45AM. Claudette Carnett 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 Bruce Pollock for the Board to approve the wire transfer of the monthly Tribal Distribution for July 2025 for \$6,234,375. Claudette Carnett seconded the motion. The Vice-Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Bruce Pollock for the Board to approve the distribution of the monthly Narrative and Financials, after noted adjustments to Financials, to the Executive and Legislative Branches. Claudette Carnett seconded the motion. The Vice-Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Bruce Pollock for the Board to approve Check Numbers 159635, 159636, and 159637 all payable to Aristocrat Technologies. Claudette Carnett seconded the motion. The Vice-Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Bruce Pollock for the Board to approve FY2025 3rd Quarter Employee Incentive Payout. Claudette Carnett seconded the motion. The Vice-Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Bruce Pollock for Board to approve repeal of SICS Section 7: GSR Change Banks. Claudette Carnett seconded the motion. The Vice-Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

MOTION by Claudette Carnett for Board to approve Resolution 25-34 Broadband Tower - Pawhuska. Brief discussion for clarification. Bruce Pollock seconded the motion. The Vice-Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES

MOTION PASSED

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

MOTION by Bruce Pollock for Board to enter Closed Executive Session. Claudette Carnett seconded the motion, which passed unanimously. Closed Executive Session convened at 11:53AM.

MOTION PASSED

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

MOTION by Bruce Pollock for Board to exit Closed Executive Session at 12:45PM and return to Open Session. Claudette Carnett seconded the motion, which passed unanimously.

MOTION PASSED

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

16. Date and time of the next meeting:

The next Regular Board meeting will be held on Wednesday, August 27, 2025, 10:00AM, at the Pawhuska Casino Hotel.

17. Adjournment

Without further discussion the meeting adjourned at 12:46PM.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Pamela Ballard".

Pamela Ballard, Board Liaison/Executive Assistant
Osage Casinos