BOARD MEETING MINUTES

Regular Board Meeting | Osage Casino Hotel Pawhuska
Mockingbird Room
1421 John Dahl Avenue, Pawhuska, OK 74056
9:00AM, Wednesday, September 24, 2025
APPROVED MINUTES

1. Call to Order

Chair Claudette Carnett called the meeting to order at 9:08AM.

2. Roll Call

Present were Claudette Carnett, Holli Wells, Bruce Pollock, Boyna Bear, and Dr. Scottie Lawrence. 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; Kasi Stumpff, Communications Specialist; Tonya Caves, Chief Executive Assistant; and Alyssa Campbell, Legal Counsel.

Also in attendance were Principal Chief Geoffrey Standing Bear, Treasurer Clark Batson, and Secretary of Development, Casey Johnson.

Joining via Webex were Terry Mason Moore, Legal Counsel and James Aldridge, Deputy Chief of Staff.

3. Kyle Revard gave the opening prayer.

4. Chair Carnett welcomed Dr. Scottie Lawrence to the ONGE Board.

5. Adoption of Agenda

   MOTION by Holli Wells for Board to approve the regular meeting Agenda for September 24, 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 August 27, 2025. Bruce Pollock seconded the motion, which passed unanimously.

MOTION PASSED

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

   ONGE Board
   Election of Officers will be held later in the meeting.

CEO Kimberly Pearson

a. Provided review of the outdoor concert held at the Bartlesville property.
b. Provided update on capital projects, particularly digital signage, and landscaping.

COO Brian Parrish

a. Table Games in Bartlesville will be operational by October 9, 2025.
b. OIGA will hold their October meeting at our property on the 28th.
c. EMT is working on FY26 Goals & Objectives and developing an Oath of Leadership.

CIO Joe Roybal

a. Provided update on Player Loyalty Integration Program.
b. Detailed I.T. report included in Board packet.

CFO Keisha Roland

a. Finance report reserved for Executive Session and included in Board packet.

CHRO, Kyle Revard

a. Detailed HR report included in the Board packet.

Regulatory Compliance Director, Ashlee Hartness

a. Four Tort Claims for review.
b. Detailed Compliance report included in the Board packet.

Osage Nation Gaming Commission:

No one present.

Osage Nation Principal Chief's Office:

Chief Standing Bear's comments will be heard in Executive Session.

Osage Nation Congress:

No one present.

Public Comments:

None.

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.
   Motion by Holli Wells and seconded by Bruce Pollock to table request from Skiatook Fire Dept.

MOTION CARRIED

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 9:54AM.

MOTION PASSED

Chair Carnett called for a break at 11:02AM; meeting resumed at 11:23AM.

Chair Carnett called for a lunch break at 11:56AM; meeting resumed at 12:12PM.

Board to exit Executive Session and return to Open Session.

<u>MOTION</u> by Holli Wells for Board to exit Executive Session at 12:42PM; Bruce Pollock seconded the motion, which passed unanimously.

MOTION PASSED

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

<u>MOTION</u> by Holli Wells for the Board to approve the wire transfer of the monthly Tribal Distribution for September 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
Boyna Bear	YES

MOTION PASSED

<u>MOTION</u> by Holli Wells for the Board to approve the distribution of the monthly Narrative and Financials 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
Boyna Bear	YES

MOTION PASSED

<u>MOTION</u> by Holli Wells for the Board to approve Check Numbers 160463, 160776, 160724, 160753, 160762, 160772, and 160729. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

<u>MOTION</u> by Holli Wells for Board to approve MOA with City of Pawhuska for submission to the Chief. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

<u>MOTION</u> by Holli Wells for Board to approve donation of hotel assets: unusable linens. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

MOTION by Holli Wells for Board to approve issuance of RFP for Compensation & Bonus Structure Survey. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

MOTION by Holli Wells for Board to approve implementation of Liquor Tax Increase on October 1, 2025, corresponding with the beginning of Fiscal Year 2026. Bruce Pollock seconded the motion. The Chair entertained discussion on the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

MOTION by Holli Wells for Board to approve Amended HR Early Out Policy: OP23.005d. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

MOTION by Holli Wells for Board to approve Resolution 25-43 U.S. Bank National Assoc. & Other Banks – Limited Waiver of Sovereign Immunity. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

MOTION by Holli Wells for Board to approve Resolution 25-44 Strategic Capitol Consulting. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

MOTION by Bruce Pollock for Board to approve Resolution 25-45 Marnell Architecture. Boyna Bear **seconded the motion. The Chair called for the vote:**

Claudette Carnett	**YES**
Holli Wells	NO
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

MOTION by Holli Wells for Board to approve Resolution 25-46 Amend FY2026 APO. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

MOTION by Holli Wells for the Board to approve Risk & Safety's recommended action on TC-25-15, TC-25-17, TC-25-18, and TC-25-19. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

13. ELECTION OF OFFICERS

MOTION by Chair Carnett to nominate Holli Wells for Office of the Chair. No further nominations were received. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

MOTION by Holli Wells to nominate Boyna Bear for Office of Vice-Chair. No further nominations were received. Bruce Pollock seconded the motion. The Chair called for the vote:

Claudette Carnett	YES
Holli Wells	YES
Bruce Pollock	YES
Boyna Bear	YES

MOTION PASSED

Board voted unanimously for new officers to assume their roles upon the expiration date of current officer terms.

14. Date and time of the next meeting:
The next Regular Board meeting will be held on Wednesday, October 22, 2025, at 10:00AM.

15. Adjournment
Without further discussion the meeting adjourned at 12:59PM.

Respectfully Submitted,

Pamela Ballard

Pamela Ballard, Board Liaison | Executive Assistant
Osage Casinos