



Regular Board Meeting | Tulsa Central Services
10:00AM, Wednesday, February 21, 2024
APPROVED MINUTES

1. Call to Order

Chair Claudette Carnett called the meeting to order at 10:12AM.

2. Roll Call

Pamela Ballard, Executive Assistant, called the roll. Present were Claudette Carnett, Chair; Geoff Hager, Vice-Chair, Bruce Pollock, Secretary-Treasurer. Holli Wells, member, and Amy Tall Chief, member. A quorum was present.

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; Kasi Stumpff, Executive Assistant, and Greg Laird and Terry Mason-Moore, Legal Counsel. Members of Congress attending in person included: Congresswoman Jodi Revard, Congresswoman Pam Shaw, and Congresswoman Paula Stabler. Additional guests included: Teresa Phillips and James Acres (Acres Bonusing, Inc.)

Joining via WebEx were: Assistant Chief R. J. Walker, Congressman Otto Hamilton, Congresswoman Brandy Lemon, Congresswoman Whitney Red Corn, Deputy Chief of Staff, James Aldridge; Rachel Loudon, Consultant; Benny Polacca, Osage News; Jordan Fraser, Congressional Budget Analyst; Tyler McIntosh, Acting Treasurer; and Abby Tolson.

3. Opening Prayer

COO Brian Parrish gave the opening prayer.

4. Approval of minutes

MOTION by Geoff Hager for Board to approve the regular meeting minutes held on January 17, 2024. Holli Wells seconded the motion, which passed unanimously.

MOTION PASSED

MOTION by Geoff Hager for Board to approve the Emergency meetings' minutes held on January 29, 2024, and February 12, 2024. Holli Wells seconded the motion, which passed unanimously.

MOTION PASSED

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

Osage Nation Gaming Enterprise Board:

Chair Carnett welcomed new member, Amy Tall Chief, to the Board.

Kimberly Pearson, CEO

- a. Introduced James Acres of Acres Bonusing, Inc. for his presentation to the Board. Mr. Acres provided a one-hour presentation and discussion.
- b. The two (2) RFPs for the Sand Springs and Ponca City expansions encompass 32—or more—of our Capital Project line items for the FY.

- c. Met with the Osage Nation Tax Commission to receive clarification on which organizations/entities should be charged tax and/or have a business license when utilizing our facilities. For those needing a license, we will simply add the \$10 fee to the BEO. ONTC is still researching the question regarding nonprofits.
- d. Sovereignty Day is scheduled for March 16, 2024, at the Skyline Event Center in Tulsa. Will discuss request for sponsorship in Executive Session.
- e. Discussed request from Osage News for sponsorship of the Oscar Watch Party, scheduled for March 10th.

COO Brian Parrish

- a. EMT working collaboratively on a number of projects; expressed gratitude for way this is progressing.
- b. Putting finishing touches on Labor Management Program, which is going well. Once implemented, this program will help manage our largest controllable expense.
- c. Realignment of Marketing Department—aligning all the people, processes, and flow of work to better address our business needs and create more efficiencies.
- d. Using QCI's Geospatial Mapping to identify players throughout the region, who we are not currently reaching.
- e. Refining branding and positioning to integrate some of the Osage Culture into the Enterprise. Also, refining our messaging for the Foundation.

CFO Tim Steinke

Reserved report for Executive Session.

CIO, Joe Roybal

- a. Data Analysis Project should be built out in approximately four weeks. After completion, that environment will be turned over to Planning & Analysis and Marketing teams.
- b. In process of signing Security Vendor, to provide network penetration testing, both internally and externally, performing social scanning for phishing attempts. Vendor should start by mid-April performing baseline risk assessments.
- c. Near completion of conversion of Property Management and Point-of-Sale systems. All properties should be completed by April 1, 2024. Follow-up afterwards to make certain all staff are properly trained.
- d. Working with core switch groups at every property; will be replacing all wireless networks.
- e. New Enterprise Messaging System is ready. Focusing on three departments: Facilities, Risk & Safety, and Security for texting of emergency messages to staff.

CHRO Kyle Revard

- a. Implementing Labor Management portion of UKG.
- b. Goal of HR going paperless.
- c. UKG platform will soon be accessible via mobile devices.
- d. In process of reinstating Performance Management for Evaluations.

Interim Regulatory Compliance Director, Ashlee Hartness

- a. Final Cage Assessment Completed.
- b. Continuing to work on streamlining processes and improving efficiencies throughout Enterprise.
- c. Next Assessment(s) will be Surveillance and Marketing.
- d. ONGC has ability to access reports directly from our system.
- e. Tracking Surveillance Violations Reports.
- f. Discussed SICS process; no response from the ONGC.

- g. Rachel Loudon, Ashlee Hartness, members of the Board and Executive team, expressed need for improved communication from the ONGC.

Chair called to recess for lunch at 12:49PM; returned at 1:54PM.

Osage Nation Gaming Commission:

Elizabeth Hembree, ONGC Director, absent.

Osage Nation Principal Chief's Office:

No reports.

Reports from Congress

- a. Congresswoman Pam Shaw said she would be introducing the proposed legislation to amend the ONGE Budget.
- b. Congresswoman Jodie Revard said they are working with CFO Steinke on the true-up.

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

7.Board to hear, review, consider and take action regarding any New Business.
None taken.

8.Board to hear, review, consider and take action regarding any Pending Business.
None taken.

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

MOTION by Geoff Hager for Board to enter Executive Session at 1:59PM. Bruce Pollock seconded the motion, which passed unanimously.

MOTION PASSED

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

MOTION by Geoff Hager for Board to exit Executive Session at 3:52PM. Bruce Pollock seconded the motion, which passed unanimously.

MOTION PASSED

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

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

MOTION PASSED

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

MOTION by Geoff Hager 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	YES
Bruce Pollock	YES
Holli Wells	YES
Amy Tall Chief	YES

MOTION PASSED

MOTION by Geoff Hager for Board to approve Resolution 24-20 2024 Resolute Agreement. Holli Wells seconded the motion. The Chair called for the vote:

MOTION PASSED

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

MOTION by Holli Wells to approve \$5k Sponsorship Request from Osage News for the Oscar Party to be held on Sunday, March 10, 2024, at the Pawhuska location. Geoff Hager seconded the motion. The Chair called for the vote:

MOTION PASSED

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

MOTION by Geoff Hager to approve \$14,850.00 Sponsorship Request for Sovereignty Day, which will be held on Saturday, March 16, 2024, at the Skyline Event Center. Bruce Pollock seconded the motion. The Chair called for the vote:

MOTION PASSED

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

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

MOTION by Geoff Hager for Board to enter Closed Executive Session at 4:14PM. Bruce Pollock seconded the motion, which passed unanimously.

MOTION PASSED

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

MOTION by Geoff Hager for Board to exit Closed Executive Session at 5:03PM. Holli Wells seconded the motion, which passed unanimously.

MOTION PASSED

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

MOTION by Geoff Hager for Board to approve Resolution 24-19 Confidential. Holli Wells seconded the motion. The Chair called for the vote:

MOTION PASSED	Claudette Carnett	YES
	Geoff Hager	YES
	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, March 27, 2024, at 10:00AM.

15.Adjournment

Without further discussion the meeting adjourned at 5:04PM.

Pamela Ballard

Executive Assistant
Osage Casinos