

OSAGE NATION GAMING ENTERPRISE
REGULAR MEETING
JANUARY 16, 2008
MINUTES

1. Call to Order.

The Regular Meeting of the Osage Nation Gaming Enterprise was called to order by George Pease III, Chairman, at 10:13 A.M. held at the Play Pen Arena, Ponca City, OK.

2. Opening Prayer.

Speaker of the Osage Nation Congress, Archie Mason led the meeting in prayer.

3. Roll Call.

Jamie Swan, Secretary for the Osage Nation Gaming Enterprise called the roll. Present at the meeting were Board Members George Pease III, Tom Slamans and Frank Oberly. Visitors to the meeting were, Phillip Glass, Carlton Obrien, Bill Leonhart, Byron Bighorse, Sam Rowe, Deborah Brown, Edward Gray, Pam Shaw, Linda O'Neil, John Shaw, Patrick Freeman, Chris White, Speaker of the Osage Nation Congress Archie Mason, Congressman Eddie Red Eagle, Jr, Congressman Mark Freeman and Terry Mason-Moore.

4. Board to review, consider and take action regarding minutes of December 27, 2007 Board meeting.

MOTION: Motion to approve the minutes of 2007: December 27, 2007 regular meeting. Motion by George Pease, second by Tom Slamans.

MOTION PASSED: GEORGE PEASE-YES,
TOM SLAMANS-YES,
FRANK OBERLY-YES.

5. Board to review, consider and take action on the November ONGE financials.

No action taken.

6. Reports-The following gave reports to the ONGE Board.

- A. OMDE Casino Managers-Byron Bighorse, Phillip Glass presented Ressa Files and Stephan Burris presentation, Edward Gray, Deborah Brown, Pam Shaw and went over the revenues and projects for September and October.
- B. OMDE Human Resources-Carlton O'Brien went over the employment referrals, new hires, terminations, and workman comp.
- C. OMDE Chief Gaming Operations Officer-Phillip Glass let the board know that all casinos will soon have the M3 Player and discussed further issues in executive session.
- D. OMDE Chief Financial Officer-Bill Leonhart discussed the financial revenues of November as well as the tribal distributions.
- E. Osage Gaming Commission-No action taken.
- F. Osage Congressional Gaming Committee-No action taken.
- G. Osage Principal Chief-No action taken.

A copy of these reports is available at the ONGE office.

7. Board to review, consider and take action if necessary regarding policy additions or changes.

John Shaw presented a revised version of the Career Development Program. This program replaces the old Mentorship Program, which will provide Osage Tribal Members an opportunity to be groomed for management positions within the Million Dollar Elm Casinos. Terry Mason-Moore and John Shaw are to work out some required changes before the program can be approved. This will be further discussed at the next meeting on January 31, 2008.

Carlton O'Brien proposed a revised family/employee gaming policy. This policy addresses participation of the family members of casino employees in casino promotions. The policy defines who is considered a family member of gaming employees. The board approved the policy, but that the policy be revised to have a uniform definition of a family member across all casino tiers. The board requested that the Osage Nation Gaming Commission minimum criteria be used for all casinos. The board also requested that a cousin be defined as a first cousin only and that language addressing "former" relatives be stricken from the policy.

8. Board to review, consider and take action if necessary regarding Chief Operating Officer Report.

No action taken.

9. Board to review, consider and take action if necessary on any new business, not previously considered by board.

No action taken.

10. Board to review, consider and take action if necessary on any old business, not previously considered by board.

Bill Leonhart opened the bids for the Request for Proposals, which follows:

1. Midwest Commercial, LLC (estimate) \$12,483,412.44.
2. Kinslow, Keith and Todd.
3. Redland Architects.
4. Ambler Architects (estimate) \$12,917,500.00.
5. Larry Edmondson & Associates, Inc.
6. Flinco Constructive Solutions.
7. Urban Design Group (design fee only) \$1,836,800.00.

- 11 Proposed executive session to discuss personnel matters.

MOTION: Motion to enter into executive session to discuss personnel issues. Motion by Tom Slamans, second by George Pease.

MOTION PASSED: TOM SLAMANS-YES,
FRANK OBERLY-YES,
GEORGE PEASE-YES.

Executive session

(11:35 A.M. - 12:40 P.M.)

12. Vote to return to open Session.

MOTION: Motion to return to open session. Motion by George Pease, second by Tom Slamans.

MOTION PASSED: FRANK OBERLY-YES,
GEORGE PEASE-YES,
TOM SLAMANS-YES.

13. Board action on any items discussed in executive session, state minutes of executive session.

MOTION: Motion to Adjourn. Motion by Tom Slamans, second by George Pease.

MOTION PASSED: GEORGE PEASE-YES,
TOM SLAMANS-YES,

FRANK OBERLY-YES.

Next meeting will be January 31, 2008, at 10:00 A.M., at the Cultural Center in Pawhuska, Oklahoma.

14. Adjourn

(12:44 P.M.)