

**PEORIA TRIBE OF INDIANS OF OKLAHOMA
BUSINESS COMMITTEE MEETING
February 1, 2022**

MINUTES

CALL TO ORDER/INVOCATION:

Chief Craig Harper called the meeting to order. Carolyn Ritchey gave the Invocation.

DECLARATION OF QUORUM:

Secretary Tonya Mathews declared a quorum with all members present.

APPROVAL OF AGENDA:

Motion was made by Hank Downum and seconded by Kara North to approve the agenda as presented. Motion passed.

APPROVAL OF MINUTES:

Motion was made by Rosanna Dobbs and seconded by Carolyn Ritchey to approve the Minutes of the Regular Meeting, held on January 4, 2022. Motion passed.

MONTHLY TRIBAL/PROGRAM REPORTS:

Financial Reports

Motion was made by Isabella Burrell and seconded by Hank Downum to approve the Financial Reports for December 2021 as presented. Motion passed.

Enterprise Reports

Patrick Browne, CEO of Buffalo Run Casino & Resort, began his report by stating that December was an excellent month for the casino and then introduced the new Director of Marketing, Hollye Gurley. He informed us that Mrs. Gurley came from being the Director of Marketing and Sales for Worlds of Fun in Kansas City, Mo. Patrick then introduced Milton Hale, Superintendent of Peoria Ridge Golf Course.

Milton Hale, Superintendent of Peoria Ridge Golf Course, began his report by providing an overview of his maintenance report for Peoria Ridge Golf Course. He stated that winterization had begun, which included the following projects:

- Clean up of main trees on Fairways
- Front nine irrigation audit now complete
- Tuned up Fairway mowers
- Started spray operations (weather permitted)
- Started sand trap work on #10 green
- Greens aerification scheduled for 2/28/22 – course will be closed

Following his report, Mr. Hale introduced Austin Shipman, Manager of Peoria Ridge Golf Course.

Austin Shipman, Manager of Peoria Ridge Golf Course, began his report by informing the Business Committee that the month of December was a huge success for the Clubhouse. He then stated that January had been slow due to the freezing temperatures. He further stated that the Clubhouse is booking events into 2022, with 40+ reserved so far. Mr. Shipman then spoke about the annual 2-Man Best Ball Tournament scheduled for May 14th and 15th, and that they are 40% full of booked participants. Mr. Shipman ended his report by stating that golf revenue was up 54% and food/beverage & merchandise were up 41% for the month of December. Rounds were up 30% and they are on track to do over 20,000 rounds.

Donna Smith, Director of Human Resources, began her report by stating that the casino did a well-being survey for the employees. Out of the entire staff, approximately 132 responded (50%). The purpose of the survey was to ask how the workplace might help them in their daily lives. The most important Well-being dimensions were Physical and Emotional, per the survey. Top highlights included:

- Appreciation of the new 401K plan put in place
- Most staff welcomed help with their personal goals
- Top 3 desired offerings for staff's Emotional Well-being were: Stress Management Programs, Seminars/Webinars, and Mental Health Assessments
- Top 3 desired offerings for staff's Physical Well-being were: Fitness reimbursement policy, Biometric Screenings, and Healthy eating activities
- Top 3 desired offerings for staff's Financial Well-being were: Working towards a personal goal, counseling services, and tuition support
- Top 3 desired offerings for staff's Career Well-being were: Manager/Leadership training, Career path, and identifying and working towards a personal goal
- A demo is being started on a soup/salad bar for the staff - to offer healthier options

Business Committee member, Isabella Burrell inquired if the casino offered the staff an Employee Assistance Program. Ms. Smith replied that the casino does offer employees an EAP, which allows them three free visits. The conversation continued with Ms. Burrell stating an increase in visits should be considered for mental health. Patrick Browne, CEO, added more information about the survey results. He then stated that one of the biggest improvements has been moving from a 'manual' employee performance program to implementing the "Management Performance Process", which is a software package that allows for digital and real-time performance evaluations. Mr. Browne also stated that he is looking into improving employee merits based on performance.

In closing, Mr. Browne introduced David Murphy, Director of Food and Beverage for Buffalo Run Casino & Resort.

Mr. Murphy began his report by sharing updates that included:

- Record sales for Food and Beverage for the month of December
- Hosted many parties and events last month
- Holiday buffets were a success for both Thanksgiving and Christmas, serving over 400 buffets each time
- Revenue sales increased approximately \$65,000 in the last two years
- NYE was a success, also showing growth compared to last year

- Testing different items on the new smoker
- Updated the Coal Creek menu
- Expanding the dining room inside Coal Creek

In closing, Mr. Murphy introduced Hollye Gurley, Director of Marketing for Buffalo Run Casino & Resort.

Ms. Gurley began her report by introducing herself to the staff and citizens. Ms. Gurley worked for Worlds of Fun for 9.5 years as the Director of Sales and Marketing. She stated that she made the career move to the gaming industry because it is fast-paced. In closing, Ms. Gurley stated that her main goal with BRC is to drive revenue and ROI.

Following Ms. Gurley, Angela Dahl, Director of Finance for Buffalo Run Casino and Resort, began her report by providing an overview of the financials - stating that the trend was still increasing. In the report given, she mentioned that there was a 12% increase in coin-in from December 2020 to 2021. Ms. Dahl also reported on the Hotel Financials, stating that there was a 28% increase in hotel revenue from 2020 to 2021 and an overall increase of 50% YTD. Room revenue has increased 23%, but the most impressive growth came with the Grab-n-Go items. She concluded her report by stating that the team is working hard to hit their goal of 10 million and that they are currently at 7.6 million, with two months left. Ms. Dahl then introduced Darin Abernathy, Director of Construction.

Mr. Abernathy introduced himself and started his report by updating the Business Committee on the latest achievements on the new campus property. He then gave the audience a virtual tour (from drone footage) of all three facilities: Woodland Academy, The Community Center, and the Emergency Response Center.

ADMINISTRATIVE REPORT:

Chief Harper provided a summary of his written report, highlighting the following:

- Mike Furnas, County Commissioner visited the office
- Cemetery Funding/Civil Rights Grant in process
- Meeting with the Mayor
- Working with United for Oklahoma
- Working on rescheduling the campus tour, weather permitting
- Taking ideas on what to put back in the cases in the main lobby at NTHS
- Showed the marker stone that was dug up from 1874, that divided land between Quapaw and Peoria tribes.

UNFINISHED BUSINESS:

There was no unfinished business.

NEW BUSINESS:

New Members Recommended for Approval by the Enrollment Committee on 01/20/22 Tentatively to be Approved by the Business Committee on 02/01/2022 or at the Next Regularly Scheduled or Special Meeting: Motion was made by Isabella Burrell and seconded by Carolyn Ritchey to approve new members recommended for approval by the Enrollment Committee on 01/20/22. Motion passed.

Resolution R-02-01-22-A, “Approval for Changes to the Peoria Tribal Membership Roll”: Motion was made by Hank Downum and seconded by Kara North to approve Resolution R-02-01-22-A as presented. Motion passed.

Resolution R-02-01-22-B, “Directing the Transfer of Management, Operations, and Assets of the Peoria Ridge Golf Course to the Buffalo Run Casino”: Motion was made by Carolyn Ritchey and seconded by Isabella Burrell to approve Resolution R-02-01-22-B as presented. Motion passed.

Austin Kinsey, Director of Finance and Administrative Services, spoke to Resolution R-02-01-22-B stating the reason this Resolution was needed. He stated that the auditors met to see how to tie everything together and that the audit for the gaming takes more time. NIGC would have restrictions that were unnecessary for the Golf Course, therefore, it should be moved.

Discussion/Approval for Employee Wage Change Recommendations: (Discussion held in Executive Session.) Motion was made by Isabella Burrell and seconded by Hank Downum to approve the employee wage changes as presented. Motion passed.

PUBLIC COMMENTS:

Chief Harper began “Public Comments” by stating that he would like to go around the room so that each Tribal Citizen has the opportunity to address the Business Committee or ask questions:

- Tribal Citizen, Tanisa Brashear, inquired about Zoom! Chief Harper replied that there was no update at this time.
- Tribal Citizen, Burgundy Fletcher stated that she and her family loved the Christmas party and that her children are already excited for next year!
- Tribal Citizen, LeAnne Reeves stated that she thought it was a brilliant solution to move properties as discussed in Resolution R-02-01-22-B.

EXECUTIVE SESSION:

Motion was made by Kara North and seconded by Carolyn Ritchey to move into Executive Session at 6:56 pm.

Motion was made by Carolyn Ritchey and seconded by Isabella Burrell to come out of Executive Session at 8:57 pm.

ADJOURNMENT:

Motion to adjourn was made by Carolyn Ritchey and seconded by Kara North. Motion carried unanimously and the meeting was adjourned at 8:59 pm.


Authorized Signature

03-01-2022
Date Approved