



## OTGRA SPRING 2025 CONFERENCE SESSIONS

WEDNESDAY, MAY 7, 2025

### GENERAL SESSION –SEQUOYAH 2/3

- **9:00 am Presentation of Colors, Welcome and Prayer**  
*Ashley Burnside, OTGRA Chairperson, Eastern Shawnee*
- **9:30 am OTGRA Business Meeting**
- **10:45 am Sovereignty to Sustainability: The Story of Indian Gaming in America**  
*Jamie Hummingbird, Chairman, Seminole Nation Gaming Agency and Kelli Weaver, President, KDW Consulting LLC*  
Operating an effective and efficient Tribal Gaming Regulatory Agency can be challenging. In this session we will explore the foundational elements of a TGRA and discuss ideas on some of the best practices and Agency can employ towards the growth and development of the Agency and its staff, establishing and maintaining relationships with external groups, the importance of adapting to evolving technologies and threats and more.
- **1:30 pm Sports Betting: An Overview of the Legal and Regulatory Issues**  
*William R. Norman, Partner and Kirke Kickingbird, Counsel, Hobbs, Straus, Dean & Walker LLP*  
This session will discuss the legal authority for, and regulatory issues surrounding, tribal sports betting in Oklahoma. Attendees will be provided a brief legal history of sports betting in the United States, as well as a cross-jurisdictional survey of tribal-state sports betting regimes, in order to understand the legal framework and practical realities relevant to Oklahoma gaming Tribes' future offering of sports betting. Additionally, attendees will be briefed on current state legislative proposals to authorize sports betting activity in Oklahoma and the ramifications of each proposal. Finally, presenters will discuss the proliferation of sports sweepstakes and sports contracts, and their threat to tribal gaming.

### BREAKOUT SESSIONS:

#### COMMISSION– SEQUOYAH 1

- **2:45 pm The Evolution from Cash to Cashless**  
*Rudy Stevenson,*  
The Evolution of Cash to Cashless will deliver a compelling historical overview of cash handling in the casino industry, showcasing the remarkable journey from Coin In to Coin Out and from Bill In to Ticket Out. It will highlight the innovative technologies that have reshaped the industry, addressing the current advancements in cashless technology and the exciting future that lies ahead. Understanding this evolution is crucial for anyone looking to grasp the dynamics of modern gaming and the direction in which it is headed.
- **4:00 pm TGRA Best Practices**  
*Jamie Hummingbird, Chairman, Seminole Nation Gaming Agency*  
Operating an effective and efficient Tribal Gaming Regulatory Agency can be challenging. In this session we will explore the foundational elements of a TGRA and discuss ideas on some of the best practices and Agency can employ towards the growth and development of the Agency and its staff, establishing and maintaining relationships with external groups, the importance of adapting to evolving technologies and threats and more.

## WEDNESDAY, MAY 7, 2025, con't

### COMPLIANCE, SURVEILLANCE AND TECHNOLOGY– SEQUOYAH 4

- **2:45 pm Software Testing and the Challenges We Face**

*Terry Hale, Seminole Gaming Agency, Angela Ruiz, Eastern Shawnee Tribe and Megan Maits, Iowa Tribe*  
Join us for this interactive session covering software testing and the challenges we all face.

- **4:00 pm Surveillance Process Automation and Data Mining**

*Travis Isom and Gabe Sbaraglia, Synectics, Inc.*

A thoughtful discussion on mapping processes for the purpose of automation and discussion on innovative ways to manage and analyze surveillance metadata.

### AUDIT AND INVESTIGATIONS – SEQUOYAH 5

- **2:45 pm External Audit Update (Financial Statements and MICS agreed-upon Procedures)**

*Garrett Morlock and Chance Nichols, Rose Rock CPA's*

This presentation will cover recent developments related to casino financial statement audits such as developments around free play and exclusivity fees, and recent accounting standards. It will also cover how the gaming commission, internal audit team and compliance personnel work together to prepare for an external audit from a MICS perspective. It will go over key tasks such as gathering documentation, coordinating efforts, and participating in inquiry meetings to help ensure a smooth and successful audit process.

- **4:00 pm Internal Audits: Have To ... or Want To?**

*Doug Parker, Tribal Services Supervisor, Finley & Cook CPA's*

This session will explore the essential role of internal audits in Tribal importance in ensuring compliance and protecting the Tribe's assets. We'll discuss the challenges faced by in-house audit functions and way to enhance audit effectiveness. Attendees will gain insights into strategies for strengthening their audit approach with added flexibility and specialized expertise.

### LICENSING & INVESTIGATION – SEQUOYAH 6

- **2:45 pm Latest Trends in Background Screening**

*Julie Hakman, President and Managing Partner, INSTAHIRE.*

This workshop will explore the cutting-edge trends in background screening, providing an overview of how organizations are adapting to the evolving regulatory, technological and social landscapes. Participants will gain insight to the latest advancements in background check processes, including the role of AI and automation, privacy laws, global screening challenges and the impact of social media in screening.

- **4:00 pm How are you Vetting your Vendors?**

*Greg Natale, VP of Operations and Client Services, INSTAHIRE*

This presentation will address strategies for effective vendor screening, both internationally and domestically. We will explore and clarify common misconceptions related to third-party screenings, international screening processes, and typical turnaround times.

**BREAKOUT SESSIONS:**

**COMMISSION – SEQUOYAH 1**

- **9:00 am Small and Charitable Gaming**

*Josh Benefield, CPA PLCC*

This course examines 543.4, and the requirements tribes must meet when regulating charitable gaming on Indian lands. Participants will learn about the definition of Indian lands, responsibilities of the Tribal Gaming Regulatory Authority, and which exemptions apply to charitable operations.

- **10:30 am Problem Gambling in a Digital Age**

*Wiley D. Harwell, Director, OAPPG*

Presentation will track the evolution of ways to gamble and the efforts to reach those that develop a gambling problem. This presentation highlights the efforts of OAPPG and our tribal partners as we develop new and innovative ways to reach and treat gambling problems.

- **11:30 am Round Table Lunch & Learn – Commission, Audit & Investigation**

*Ashley Burnside, ESTOO*

Open discussion concerning Commission, Audit and Investigation – an opportunity to get answers to questions and share ideas and information.

**COMPLIANCE AND SURVEILLANCE– SEQUOYAH 4**

- **9:00 am Off-Rez Indian Internet Gaming is (Mostly) not a Thing**

*James Acres, Acres Bonusing*

Many dream of growing tribal gaming revenue by allowing off-reservation wagers on tribal servers via the internet. But nobody has really done it because it's, except in very narrow circumstances, illegal.

In this session I will explain how federal law, state law, and compacts interact to make off-reservation tribal internet gaming almost always illegal by reviewing the relevant laws together and seeing how courts have applied them, with special attention to Oklahoma.

- **10:30 am MICS/TICS/SICS ASSESSMENTS**

*Josh Benefield, CPA, PLCC*

A former Auditor and Regulator's perspective. Reviewing, developing, implementing, and testing TICS and SICS requires teamwork between regulators and the operations they regulate. This course will look at how to use a holistic approach to assess the completeness and effectiveness of Internal Controls, as well as what should be done when a control seems vague or unnecessary.

- **11:30 am Round Table Lunch & Learn**

*Terry Hale, Seminole Nation and Kelli Weaver, KDW Consulting LLC*

Open discussion concerning Compliance, Surveillance and Technology – an opportunity to get answers to questions and share ideas and information.

**AUDIT AND INVESTIGATION – SEQUOYAH 5**

- **9:00 am Beyond Compliance: Building Bulletproof Checklists and Effective Audits in Tribal Gaming**

*Ronna Russell, Gaming Compliance Audit Manager, Chickasaw Nation*

Navigating regulatory requirements in tribal gaming can be complex, but with the right approach to checklists and audits, compliance becomes more efficient and effective. This session will explore best practices for developing comprehensive checklists that align with tribal, federal, and state regulations, ensuring a thorough and proactive audit process. Attendees will learn strategies to identify gaps, enhance operational accountability, and foster a culture of continuous compliance. Whether you're an auditor, member of a TGRA, or gaming executive, this session will provide practical tools to strengthen your regulatory oversight.

## THURSDAY, MAY 8, 2025, con't

- **10:30 am Top AUP Findings**

*Gena Caviness, Supervisory Auditor, NIGC*

Do you have audit findings on our top findings list? Don't know? Find out in this presentation of the topmost common audit findings as identified through annual AUP independent audit reports, internal audit reports and NIGC internal control assessments. This course will cover the intent of the control and provides specific instructions and exercises focusing on identifying and correcting findings. You will leave with an increased understanding of and ability to identify and remedy like findings in your gaming operations.

### LICENSING & INVESTIGATION – SEQUOYAH 6

- **9:00 am pm Access Denied**

*Doug Parker, Tribal Services Supervisor, Finley & Cook CPA's*

This session will explore challenges in managing remote access in Tribal Gaming, focusing on MICS 543.20(h). We will discuss practical strategies to secure systems like wide-area ball calls, tackle vendor access risks, and ensure regulatory compliance, empowering attendees with actionable insights.

- **10:30 am Background Investigation & Licensing**

*Miranda Page and Delany Walker, Compliance Officers, NIGC*

This course will review all the requirements of NIGC's 556, Background Investigations for Key and Primary Management Officials and Part 558, Gaming Licenses for Key and Primary Management Officials. This course is tailored to professional backgrounds and those looking to increase their knowledge of the NIGC background and licensing regulations.

- **11:30 am Round Table Lunch & Learn**

*Rene Smith, CPNGC*

Open discussion concerning Licensing and Investigation – an opportunity to get answers to questions and share ideas and information.

### GENERAL SESSION – SEQUOYAH 2/3

- **1:00 pm From Draft to Done: Transforming Policies with AI**

*Doug Parker, Tribal Services Supervisor, Finley & Cook CPA's*

Policies and procedures are essential tools to ensure governance, legal compliance, and consistency in your organization's operations. In this session, we'll explore how AI can transform the way you develop these documents by drafting initial versions, identifying policy needs from data, and keeping updates aligned with current regulations. While AI brings incredible efficiency, your role in providing oversight and addressing potential inaccuracies or biases remains critical. Together, we'll learn how to balance AI's capabilities with your expertise to create, manage, and adapt effective policies.

Description

***Thank you for attending this Conference and for your support of OTGRA.  
See you at Choctaw Casino Resort in October 2025!***

