

Kevin Nephew Named President & CEO at Seneca Gaming Corporation



Kevin Nephew

The Seneca Gaming Corporation Board of Directors recently announced that Kevin Nephew has been named the corporation's President & CEO. His appointment, which followed an extensive search, was officially approved by the board.

As President & CEO, Nephew will oversee the operation and performance of Seneca Gaming Corporation's three casino properties – Seneca Niagara Resort & Casino in Niagara Falls, NY; Seneca Allegany Resort & Casino in Salamanca, NY; and Seneca Buffalo Creek Casino in downtown Buffalo. The facilities collectively employ more than 2,700 workers and attract millions of visitors each year.

Nephew joined Seneca Gaming Corporation in 2014, most recently serving as Vice President of Organization Improvement & Development. In that role, he successfully developed and launched a company-wide 'continuous improvement' program, focusing on process improvement and delivering improved customer service and profitability across the organization. He previously held the roles of Executive Director of Continuous Improvement and Director of Budget and Financial Analysis.

"We have seen Kevin's leadership and commitment firsthand over the past six years and we have every confidence in his vision for leading Seneca Gaming Corporation and our three world-class properties," said Dr. Lori V. Quigley, Chairwoman of the Seneca Gaming Corporation Board of Directors. "As an executive and a colleague, Kevin has demonstrated an ability to inspire positive operational and philosophical change throughout the corporation for the benefit of our stakeholders, including our guests, our more than 2,700 team members, and the Seneca Nation. The board looks forward to working collaboratively with Kevin to fulfill our shared goals for Seneca Gaming Corporation."

Prior to joining Seneca Gaming Corporation, Nephew spent 22 years working in a series of finance positions with New York State, including 15 years as Director of Financial Administration for the New York State Office of Technology, as well as roles with the New York State Department of Tax and Finance and the New York State Division of Budget.

An enrolled member of the Seneca Nation's Wolf Clan, Nephew becomes the first Seneca Nation member to lead the corporation in its 18-year history.

"I am incredibly humbled by the board's confidence in my ability to lead Seneca Gaming Corporation forward," Nephew said. "I know well the passion and dedication our team

members bring to their jobs every day, and how that resonates in the service they provide to our guests. I also know the important role our properties play for our team members, for our community, and for the Seneca Nation. Those perspectives will help guide my leadership in continuing to strengthen our operations and make Seneca Gaming Corporation and our three properties leaders in our industry."

"The Seneca Nation is very proud to see one of our members earn this important opportunity," added Seneca Nation President Rickey Armstrong, Sr. "When we opened the doors at Seneca Niagara nearly two decades ago, it was a milestone moment in our history and a monumental turning point for the future of our people. Not only will Kevin have the opportunity to make a lasting, positive impact on our Seneca economy, he is also setting a positive example for our Nation's younger generations."

San Manuel Band of Mission Indians Names Chief Operating Officer



Rikki Tanenbaum

The San Manuel Band of Mission Indians recently announced it has named Rikki Tanenbaum as Chief Operating Officer, reporting to CEO Laurens Vosloo. Tanenbaum joined San Manuel in 2018 as Chief Marketing Officer of San Manuel Casino where she led revenue generation and brand marketing functions. In 2019 she absorbed marketing, public affairs, and philanthropy efforts for both the tribal government and San Manuel Casino.

"For the past two years, Rikki has played an integral role in marketing and communications for the organization. I am excited to have her as my partner as we align our team to accomplish the priorities that tribal leadership has outlined," said Vosloo.

In her new role, Tanenbaum will be responsible for overseeing activities related to the planning and implementation of the tribe's strategic, cultural, and economic development objectives. Tanenbaum will assume leadership responsibility for analytics and insights, communications, brand marketing, philanthropy, cultural and natural resources, construction and direct investments.

"The tribe's commitment to its values, its people and its community brought me to this organization a little over two years ago," said Tanenbaum. "They have created an extraordinary foundation, and I'm looking forward to contributing to their next chapter."

Prior to joining San Manuel Casino, she served as Senior Vice President and Chief Marketing Officer of the Gaming Division for Landry's Inc. and Golden Nugget Casinos.

Tanenbaum has spent her career in the casino and hospitality industry and has led marketing teams at Caesars Entertainment, Penn National Gaming and Viejas Casino & Resort. She started her career at MGM Resorts International.

Afsaneh “Afsi” Bird Named VP of Hotel Operations for San Manuel Casino Resort Expansion



Afsaneh “Afsi” Bird

San Manuel Casino announced a key talent acquisition, naming Afsi Bird as the Vice President of Hotel Operations for the resort expansion project. With over 30 years in the hotel industry, which includes luxury hotels and five-diamond resorts, Bird will be responsible for creating an elevated experience for hotel guests. One that exceeds expectations and upholds service excellence standards.

“We are thrilled to have someone of Afsi’s caliber leading our hotel operations team,” said San Manuel Casino General Manager Peter Arceo. “As we move towards the opening of our resort, we will need Afsi’s vast expertise to ensure we have the right team in place to offer that best-in-class service our guests have come to expect from San Manuel.”

The San Manuel Casino resort expansion project will open in three phases. Key features include 429 luxury hotel rooms and exclusive suites, premium dining venues, a full-service spa with exquisite amenities, a premier event venue that seats 3,000, a casino floor expansion, a rooftop lounge and much more.

“I am beyond grateful to be part of the San Manuel team as we embark on this huge endeavor, expanding the property,” said Bird. “It’s truly amazing to see how much this organization has grown over the years, and I am excited to be part of such an important milestone for San Manuel Band of Mission Indians.”

Bird will be instrumental at acquiring new talent from the Inland Empire and around the globe. The expectation is that more than 2,000 new team members will join the current headcount of 4,500 through the San Manuel Casino Resort expansion.

Gila River Hotels & Casinos Promotes Two Community Members to Executive Roles

Gila River Hotels & Casinos – Wild Horse Pass, Lone Butte & Vee Quiva has recently promoted two community members into executive leadership roles who have worked hard to support their fellow team members, the enterprise and the Gila River Indian Community.

Joseph Young has been appointed as General Manager at



Joseph Young

Lone Butte Casino in Chandler, AZ. Young has nearly 20 years of experience in the tribal gaming industry. Previously, Young worked as the Assistant Corporate Vice President of the Food and Beverage department and will bring his hotel and casino experience to his new role. He will oversee all of Lone Butte’s operations and ensure a consistent and exceptional guest service experience for guests and team members alike.

“With Joe’s experience and strong background in gaming, there is no doubt he will excel in this role,” said Kenneth Manuel, CEO of Gila River Hotels & Casinos. “With every role that Joe has been given, most recently as Acting General Manager, he has done extremely well. I look forward to the contributions that Joe will bring to the enterprise.”

In addition, Gila River Hotels & Casinos has appointed Robin Villareal to the Chief Information Officer of the enterprise. Villareal has over 25 years of experience in IT gaming, IT project management and IT governance skills. Previously, Villareal worked as the Director of IT Operations and is excited to work with the executive team to develop strategic plans for the casino’s future growth in her new role.



Robin Villareal

“Robin has been with the enterprise for 25 years and has been a part of that driving force pushing us to be at the forefront of technology,” said Kenneth Manuel, CEO of Gila River Hotels & Casinos. “She continuously looks for new ways to make us better and more efficient.”

Win River Resort & Casino Names Christopher A. Hart, Sr. as New General Manager



Christopher A. Hart, Sr.

Win River Resort & Casino recently announced the appointment of Christopher A. Hart, Sr. as the new General Manager. He has more than ten years of experience in all outlets of Win River Resort & Casino.

“Working as a frontline team member throughout my career has given me firsthand knowledge of the challenges that our team members face daily.

I genuinely want Win-River Resort & Casino to be a place where our people can enjoy and do their best work,” said Hart.

Prior to accepting this position, Hart had the opportunity

to serve as Assistant General Manager for three years and served as the Director of Security prior to that. He is a member of the Redding Rancheria.

Hart is excited to have the opportunity to help shape Win-River Resort & Casino's culture and continuing to improve efficiencies, productivity, and to promote a positive environment for employees to thrive in. His experience and knowledge will be invaluable in meeting organizational goals and objectives, and achieving the long term vision of the Redding Rancheria Tribe. Teamwork, communication, and honesty are the founding principles that he leads with.

"I look forward to helping make a positive impact on the lives of Win-River Resort & Casino's team members and surrounding communities, and also to working with other tribal leaders on important issues facing Indian Country," Hart said.

AGS Names Brad Boyer VP – Investor Relations, Corporate Development & Strategy



Brad Boyer

AGS recently announced the appointment of Brad Boyer as Vice President – Investor Relations, Corporate Development & Strategy. He brings over 10 years of experience as a research analyst in the gaming sector, as well as strong relationships with the investor community and an in-depth knowledge of AGS' leadership and business.

AGS Chief Financial Officer Kimo Akiona said, "We are excited to welcome Brad to the AGS team. He brings a wealth of experience with sell-side and buy-side equity analysts, and a deep knowledge of AGS, our customers, our competitors, and our team. Brad possesses a unique knowledge of our industry and the company, which will prove to be invaluable in our evaluation of M&A. Even prior to our IPO, Brad's always been an advocate of AGS and we look forward to his contributions to our growth."

Boyer joins AGS after a 10-year career at Stifel, Nicolaus, and Co., where he ended his tenure as Vice President, Equity Research, Gaming & Leisure. In this role, he led coverage of the gaming, sports, i-Gaming, and hospitality sectors, including covering AGS and the other publicly traded gaming equipment suppliers and operators.

Jeffrey Goodman Joins the Novomatic Americas Executive Team

Jeffrey Goodman, accomplished gaming and hospitality industry executive who has built an extensive track record of success with casino operators, has joined the Novomatic



Jeffrey Goodman

Americas executive team. His office resides at the corporate headquarters in Mount Prospect, IL.

Goodman began his gaming career in 2000 at the Atlantis Casino in the Bahamas in the Executive Management Training program and was named "Casino Executive of the Year" by the Bahamas Hotel Association. He spent nine years at Hollywood Casino at Charles Towne Races, as the Director of Slot Operations and VP of Slot Operations, before taking the role of VP of Casino Operations for Penn National Gaming at Hollywood Casino in Toledo, OH.

His role includes overseeing the sales growth and development of all North American markets, and he will report to President and Chief Executive Officer Rick Meitzler, the driving force behind creating the necessary manufacturing infrastructure for Novomatic in the U.S. market.

"I have known Jeffrey professionally for over 15 years," said Meitzler. "He brings a wealth of knowledge and experience that will be invaluable to Novomatic Americas as we seek to build upon our successes in the North American market. Jeff will play a key role in helping to make Novomatic Americas a leader in the North American market, and we welcome him to Novomatic Americas."

In addition to his gaming experience, Goodman has been a member of the Board of Directors for the American Cancer Society and Hannah's Socks.

Merkur Gaming's David Orrick Honored by AGEM



David Orrick

Gaming industry veteran David Orrick, Director of Industry Relations, Merkur Gaming, has been named the recipient of the 2020 Peter Mead Memorial Award for Excellence in Gaming Media and Communications.

During the second day of the Global Gaming Exhibition's virtual experience in Las Vegas, the Association of Gaming Equipment Manufacturers (AGEM) presented its annual awards, now in their fifth year, given in memory of the late Jens Halle and Peter Mead. Based on an original concept brought to AGEM by David Orrick, these awards recognize excellence in commercial gaming professionalism through the Jens Halle Memorial Award and excellence in gaming media and communications with the Peter Mead Memorial Award.

In accepting the award, via video link from his home in England, David Orrick said, "Both Jens and Peter were dear

friends and both supported me enormously in a time of personal tragedy after the sudden and tragic death of my beloved partner, Ruth, in 2015. Within just a few weeks both Jens and Peter also passed away, and thanks to AGEM, these awards keep the memory of these two gaming legends alive in our memories. I would also like to congratulate the family and friends of the winner of this year's Jens Halle Award, the late Robert 'Bob' McMonigle, who was a driving force in the establishment of AGEM in 2000 and served as the organization's first President until 2005."

AGEM Executive Director Marcus Prater commented: "The relationship between David Orrick and Jens Halle is well known in our industry, but David stands alone this year in deserving this award honoring the memory of Peter Mead."

Merkur Gaming's Chief Executive, Athanasios 'Sakis' Isaakidis, said, "David Orrick's vast experience and his worldwide contacts have been, and are, a great asset for Merkur Gaming and we warmly congratulate him on this well-deserved award."

Gabe Galanda Named Seattle Gaming Lawyer of The Year



Gabe Galanda

Gabe Galanda's peers have named him Seattle's 2021 "Lawyer of the Year" in the field of Gaming Law, according to Best Lawyers in America. He represents tribal governments throughout the west in all matters of gaming transaction, regulation, and litigation, as well as Indigenous citizens who are disenfranchised as a result of Indian gaming per capita controversies.

Galanda is the managing lawyer at Galanda Broadman, PLLC, an Indigenous rights law firm headquartered in Seattle. He has been named to Best Lawyers in America for the last fourteen consecutive years and also dubbed a Super Lawyer by his peers from 2013 to 2021.

The American Bar Association named Galanda a Difference Maker in 2012. The Washington State Bar Association honored him with the Excellence in Diversity Award in 2014. The University Arizona College of Law awarded him the Professional Achievement Award and Western Washington University named him a Distinguished Alumnus, in 2018.

Galanda writes frequently about Indian gaming issues for journals like *Business Law Today*, *Gaming Law Review & Economics*, and *Indian Gaming* magazine. He has co-chaired the Northwest Gaming Law Summit in Seattle for each of the last fifteen years. As a frequent media commentator as well, Gabe has been quoted or featured on Indian gaming-related controversies by *The New York Times*, *Wall Street Journal*, *The Guardian*, and *Le Monde*.

Justin Arcemont Appointed President of EGADS



Justin Arcemont

Justin Arcemont was appointed as President of EGADS recently, after orchestrating and completing the acquisition by Maverick Gaming, LLC, where he served as Vice President of Business Development.

Arcemont brings over two decades of diverse, in-depth experience in the casino gaming industry – at IGT he held various sales and sales operation roles, managed its two largest customers, Station Casinos & MGM Resorts; at Aruze Gaming, as Assistant General Manager; and most recently, consultant to Japanese company, Sega Sammy Creation, launching its U.S. operations.

Working closely with the Maverick Gaming executives, Arcemont noted, "We are very excited in building a nationwide brand. Our initial focus will be on shoring up client relations and introducing custom lighting and interiors for restaurants and resorts. Later we'll be leading expansion into global and regional markets."

Victor Flores Joins REDW to Lead Tribal Services and New Oklahoma Office



Victor Flores

REDW recently announced that Victor Flores has joined the firm as Director of Tribal Services in Oklahoma.

"Victor joining the REDW team is an integral part of our overall strategic plan to continue expanding both our offerings and presence in Oklahoma's Indian Country," said Steve Cogan, REDW Managing Principal. "REDW has served the unique needs of tribes and their enterprises for more than three decades, and Oklahoma is among the markets where we have established the strongest relationships over the years. Our growth ambitions are carefully planned and always designed around the needs of our clients. By adding Victor's demonstrated leadership and expertise, we are strengthening our commitment to support the 38 federally recognized tribal nations in Oklahoma."

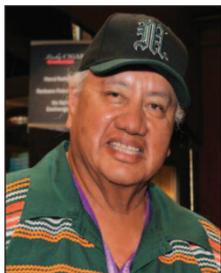
Cogan added that, as part of this business expansion effort, REDW will be operating from the new Oklahoma office location. Located in Edmond, OK, this office will facilitate initial recruiting plans in the short-term as REDW's Tribal Services team begins to serve Oklahoma tribes locally.

Victor Flores previously served as Chief Financial Officer, as well as in other leadership roles, for the Absentee Shawnee Tribe of Oklahoma. His recent achievements include collaborating with the Native American Financial Officers Association (NAFOA) to create the Oklahoma Tribal Finance Consortium (OTFC), of which he is currently president.

“The business needs of Oklahoma’s tribal governments and their enterprises have been expanding over the years,

growing in complexity and sophistication,” said Flores. “I am incredibly pleased to join a firm so well respected in Indian Country for its wide-ranging accounting, business, financial, and advisory services for tribal governments and their enterprises. Ultimately, however, my decision to join the firm came down to my strong belief that REDW’s respect for tribal sovereignty and deep understanding of their history, values and vision are second to none.” ♣

IN MEMORIAM



Max B. Osceola Jr.

Max B. Osceola Jr., Former Seminole Tribal Council Representative, Passes Away from COVID-19

Max B. Osceola Jr., 70, who served for more than two decades as a Tribal Council Representative on the Seminole Tribal Council from the Hollywood Seminole Reservation, passed away October 8, 2020 from complications due to COVID-19. He had been hospitalized for treatment of the coronavirus for several weeks, having previously expressed his frequent concern that everyone should take the virus very seriously.

Osceola held the elected position of Tribal Council Representative from the Hollywood Seminole Reservation from 1985 through 2010. He was elected and re-elected to 13 consecutive 2-year terms for the duration of his tenure. He served on the Seminole Tribal Council, the 5-member elected governing body of the Seminole Tribe of Florida, during a time of major expansion of Seminole Gaming, which has grown to become one of the world’s most successful gaming operations.

Osceola often acted as an ambassador of the Seminole Tribe to the South Florida community and beyond. He was active in the region’s tourism industry and in many community organizations that positively impacted members of the Seminole Tribe and the larger population in South Florida, including the Boys and Girls Clubs, Ann Storck Center and Winterfest. He supported the Victory Junction Camp, a North Carolina nonprofit camp for children with serious medical conditions. He was also an active motorcyclist and participated in the Kyle Petty Charity Ride Across America.

He was perhaps best known for his smile, infectious laugh and constant barrage of quips and one-liners, often referring to “BC” as the time “before casinos” at the Seminole Tribe. His wife, Marge, said Max’s Seminole name translates to

“storyteller,” a name he lived up to throughout his life.

At the 2006 New York press conference announcing the Seminole Tribe’s purchase of Hard Rock International, he uttered a quote that was literally heard around the world when he said, “Our ancestors sold Manhattan for trinkets. Today, with the acquisition of the Hard Rock Cafes, we’re going to buy it back one hamburger at a time.”

Chris Osceola, who currently serves as Tribal Council Representative for the Hollywood Seminole Reservation (and is unrelated to Max), called him “a modern-day warrior and a true legend among his people and many others around the world.”

“He will forever be embedded in our hearts and the history of the Seminole Tribe,” said Chris Osceola. “He was my friend and mentor and I will miss him dearly. It has been an honor to call him my friend. My sincere heartfelt condolences to his family and my sincere gratitude for sharing him with us.”

Max Osceola was born in August 1950 in Hollywood, FL, and grew up on the Hollywood Seminole Reservation. He graduated from McArthur High School in Hollywood and attended the University of Tampa, where he played college football. He transferred to Northeastern Oklahoma A&M College in Miami, OK, where Osceola and his team won a national college football championship. He ultimately attended and graduated from the University of Miami and was a fervent supporter of Miami Hurricanes Football.

Osceola was most proud of his impact on the education of members of the Seminole Tribe of Florida, which extended full educational opportunities and benefits to all tribal members during his time as Tribal Council Representative. Osceola was inducted into the Broward Education Foundation Hall of Fame in 2017.

In addition to his wife, Marge, Max is survived by his son Max Osceola III, daughter Melissa Osceola DeMayo, daughter Meaghan Osceola, son Jeff Pelage, as well as several sisters and brothers, grandchildren and extended family. ♣