



SPRING 2025 CONFERENCE



We hope you can join us at our NTGCR Spring Conference being held, **March 24-26, 2025 in Fort McDowell, Arizona**. We have three (3) full days of events happening, general assemblies, 24 workshops covering the topics of: Audit/Licensing, Commission, Compliance, and Technology to choose from, panel presentations, roundtables and more.

As you may know, NTGCR issues three (3) \$2,500,00 scholarships each semester. In order to keep doing this we have a corn hole tournament and silent auction at each conference. We hope you will participate in the corn hole tournament and silent auction. All proceeds of these events benefit the NTGCR Scholarship Fund. The corn hole tournament will be held on Monday evening (\$25 entry fee) and the silent auction will run throughout the conference. Attendees are encouraged to bring a silent auction item and drop it off at registration.

Airport Information

Phoenix Sky Harbor
Airport Code: PHX

Transportation to/from Hotel:

Taxi, rental cars and Uber/Lyft are
available

No shuttle service is available

Hotel Reservations

Call the Resort directly at **(480) 789-5300**,
or toll free **(844) 493-5672** or online with
Group Booking Link: [NTGCR Spring
Conference 2025 Room Block](#)

Code: Member of NTGCR Spring
Conference 2025

Cost: \$209 plus tax & fees

Room Block Closes: March 2, 2025

March 23, 2025 – Sunday

4:00 p.m. Registration Open
 6:00 p.m. *(Avoid the Tuesday morning lines, stop by today!)*

March 24, 2025 – Monday

8:00 a.m. Registration *(Continental breakfast provided)*
 9:00 a.m. General Assembly
 Call to Order & Welcome – Chairman Jamie Hummingbird
 Opening Prayer
 Veterans Recognition
 9:30 a.m. Roll Call of Membership – Secretary Les Stanley
 Approval of Minutes – Fall 2024 Meeting – Morongo Casino Resort & Spa
 Reports of Officers
 10:15 a.m. Break
 10:30 a.m. Regional Caucuses
 11:00 a.m. Regional Updates
 12:00 p.m. Lunch *(Provided)*
 Silent Auction Begins
 1:00 p.m. General Assembly – Chairman Jamie Hummingbird
 1:30 p.m. NIGC update *(Invited)*
 2:00 p.m. Break
 2:15 p.m. Panel Presentation
 3:15 p.m. Panel Presentation
 5:00 p.m. Dinner *(On your own)*
 7:00 p.m. Welcome Reception & Corn Hole Tournament

March 25, 2025 – Tuesday

8:00 a.m. Registration *(Continental breakfast provided)*
 9:00 a.m. - Workshop Series 1
 10:15 a.m.

Track:	Commission Track	Audit/Licensing Track	Compliance Track	Technology Track
Workshop	Internal Audits: Have To or Want To? Doug Parker, F&C CPAs (Finley & Cook)	Lessons Learned from NIGC and or FBI NGI and NCJITS Audits Amber McDonald & Derek Holbert -NIGC	Situational Awareness: Attention to Details Sam Wetzler & Eddie Ilko - NIGC	Cyber Compliance - Converging Trends and Opportunities Robert Rudloff – RubinBrown

10:15 a.m. Break
 10:30 a.m. - Workshop Series 2
 11:45 a.m.

Track:	Commission Track	Audit/Licensing Track	Compliance Track	Technology Track
Speaker:	Essential Communication –Day in the Life of a Regulator Debbie Chase-Mosley Merydyan	Understanding Financial Statements and Information Francisco Colon – MGO CPA’s	"The Procedure Is Stronger Than The Move" George Joseph – Worldwide Casino Consulting	What is iGaming? Thorsten Toms & Matt Toler - GLI

11:45 a.m. Lunch

1:00 p.m. - Workshop Series 3
2:15 p.m.

Track:	Commission Track	Audit/Licensing Track	Compliance Track	Technology Track
Speaker:	Understanding the Casino Cash Flows	Risk-based licensing procedures for employees and vendors	Table Games & Slot Cheating With Cell Phones	"Class II Mobile Gaming...What's All the Buzz About?"
	Steven Brewer - NIGC	<i>EJ Egghart - Kodee & Scott Riley – Pueblo of Tesuque Gaming Commission</i>	George Joseph – Worldwide Casino Consulting	Gabe Benedik & Matt Toler - GLI

2:30 p.m. - Workshop Series 4
3:30 p.m.

Track:	Commission Track	Audit/Licensing Track	Compliance Track	Technology Track
Speaker:	Creating Efficiencies - Communication and Sharing of Data	Criminal History Record Information (CHRI) and Compliance with 25 CFR Part 558.3(f)	From Draft to Done: Transforming Policies with AI	The Benefits of AI for Regulators
	Debbie Chase- Mosley Merydyan	Amber McDonald & Derek Holbert – NIGC	Doug Parker, F&C CPAs (Finley & Cook)	Thorsten Toms – GLI & Dr. Bruce Molnar - Pokagon Gaming Commission

3:30 p.m. Break
3:45 p.m. - Roundtables
5:00 p.m.

Track:	Commission Track	Audit/Licensing Track	Compliance Track	Technology Track
Moderator:	Moderator TBD	Moderator TBD	Moderator TBD	Moderator TBD

5:00 p.m. NTGCR Board Meeting

March 26 – Wednesday

8:00 a.m. Continental breakfast provided
9:00 a.m. - Workshop Series 5
10:15 a.m.

Track:	Commission Track	Audit/Licensing Track	Compliance Track	Technology Track
Speaker:	"I'm a Regulator, Now What?!"	Auditing- Hold on to the basics	NIGC CJIS 2025 Update	Managing Email Compromise and Wire Fraud Incidents
	Gabe Benedik & Thorsten Toms - GLI	Ti-Rocka Burris – Catawba Gaming Commission	Steve Steiner – NIGC	Robert Rudloff & Stewart (Stu) Deken - RubinBrown

10:15 a.m. Break
10:30 a.m. - Workshop Series 6
11:45 a.m.

Track:	Commission Track	Audit/Licensing Track	Compliance Track	Technology Track
Speaker:	TBD	Latest Trends in Background Screening	Regulation Writing 101	TBD
		Julie Hakman – InstaHire, LLC	Thorsten Toms - GLI	

11:45 a.m. Lunch (*On your own*)
12:00 p.m. Silent Auction Ends
1:00 General Assembly
Panel Presentation
2:30 p.m. Closing Remarks, Door Prizes & Adjourn

Commission Track Workshops

Internal Audits: Have To or Want To? - Doug Parker, F&C CPAs (Finley & Cook)

This session will explore the essential role of internal audits in Tribal gaming, focusing on their importance in ensuring compliance and protecting the Tribe's assets. We'll discuss common challenges faced by in-house audit functions and ways to enhance audit effectiveness. Attendees will gain insights into strategies for strengthening their audit approach with added flexibility and specialized expertise. **Outcome:** By the end of this class, attendees will understand the strategic value of internal audits in mitigating risks and improving operations within Tribal gaming. They will gain insights into overcoming challenges related to resource and knowledge gaps and will learn strategies for enhancing internal audits through external expertise, adapting to evolving risks, and fostering continuous improvement.

Essential Communication – Day in the Life of a Regulator - Debbie Chase-Mosley, Merydyan

A regulator's focus within their gaming agency is consistently being challenged by what's planned vs managing a crisis with few details and making decisions that could impact lives as well as self-regulation. Triaging your decision making. **Outcome:** Tools for weighing risk by assessing what's at stake.

Understanding the Casino Cash Flows - Steven Brewer, NIGC

Do you understand how cash flows through the Casino and ultimately ends up in the financials? Join us for this immersive course as we explain the journey cash takes from the drop can to the general ledger and the accounting steps to properly account for casino revenue. **Outcome:** 1) Understand the flow of cash in a casino's accounting process; 2) Identify key source documents and their role in cash management; 3) Learn how to reconcile accounts to source documents and 4) Understand how to capture cash flow in the general ledger.

Creating Efficiencies - Communication and Sharing of Data - Debbie Chase-Mosley, Merydyan

Creating an environment of communication and information sharing to protect the assets of the tribe, public safety and building a reputation of integrity. **Outcome:** What tools for creating efficiencies?

"I'm a Regulator, Now What?!" - Gabe Benedik & Thorsten Toms, GLI

Becoming a Tribal gaming regulator comes with unique responsibilities and challenges. This panel will discuss the realities of being a gaming regulator, exploring the tools, relationships, and strategies that can make your life easier—and the challenges that can make it harder. Panelists will share practical strategies and real-world insights to help Tribal regulators uphold integrity, foster economic growth, and address emerging issues in this dynamic and vital role. Whether you're a seasoned veteran or new to the field, this session will offer practical tips and candid advice to help you thrive in this critical role.

Audit & Licensing Track Workshops

Lessons Learned from NIGC and or FBI NGI and NCJITS Audits - Amber McDonald & Derek Holbert, NIGC

The NIGC has conducted Tribal audits and we will provide an update on how the process worked, what we are seeing in the field, and what a Tribe can expect for their Audit. **Outcome:** Attendees will have the opportunity to participate in discussion with CAU staff on how the audit process works, how to prepare for the audit, and FAQs.

Understanding Financial Statements and Information - Francisco Colon, MGO CPA's

Attending this course to enhance your understanding of what the numbers mean in the various basic financial statements and to increase your ability to detect indicators of fraud. **Outcome:** 1) Recognize the basic financial statements; 2) Detect red flags and understand the fraud implications of financial information and 3) Address issues that might affect discussion and analysis of the financial statements.

Risk-based licensing procedures for employees and vendors - EJ Egghart, Kodee & Scott Riley, Pueblo of Tesuque

In this session we will discuss: 1. Risk Assessment & Categorization; 2. Licensing & Credentialing Requirements; 3. Background Checks & Verification; 4. Ongoing Compliance & Monitoring and 5. Enforcement & Action Plan.

Criminal History Record Information (CHRI) and Compliance with 25 CFR Part 558.3(f) Amber McDonald & Derek Holbert, NIGC

Join staff from the NIGC CAU for a discussion about CHRI and compliance with 25 C.F.R. Part 558.3(f) and how to Get to Green! **Outcome:** Attendees will have the opportunity to participate in discussion with CAU staff about CHRI retention and how to achieve compliance with NIGC regulations.

Auditing- Hold on to the basics - Ti-Rocka Burris, Catawba Nation

With tribes making technological advancements in every sector of gaming regulations, more and more are choosing modern self-audit techniques over traditional. Tribes work with large amounts of data- while modern techniques are preferred, technology is prone to error just as humans, it will serve Commission's best to hold on to the basics. **Outcome:** Safe space to share war stories and techniques. Basic examples of traditional auditing and checklist. The importance and processes of self-auditing internally within departments. Both traditional and modern techniques should be combined for efficiency and accuracy. Commission/Departmental due diligence and preparedness will help to identify issues and trends that departments can hope to resolve internally in lieu of receiving formal disciplinary non-compliant action.

Latest Trends in Background Screening - Julie Hakman, InstaHire LLC

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 into 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. **Outcome:** 1. Understanding Modern Background Screening Technologies: Gain insight into how AI and automation are reshaping the background check process, improving efficiency and accuracy. 2. Navigating New Regulations: Learn about recent changes in data privacy laws and how they impact screening practices across different regions. 3. Global Screening Strategies: Understand the challenges and best practices when conducting international background checks, especially in the context of a more interconnected workforce. 4. Social Media & Digital Footprints: Explore how organizations are leveraging candidates' online presence to enhance background screenings. 5. By the end of the session, participants will have a deeper understanding of the tools and approaches shaping background screening today, helping them stay compliant and efficient.

Compliance Track Workshop Descriptions

Situational Awareness: Attention to Details - Sam Wetzler & Eddie Ilko, NIGC

Improve your perception and boost your decision making with this dynamic course on situational awareness. Learn to recognize critical details, anticipate potential risk and respond effectively. Whether in the workplace, public spaces, or high stakes situations, developing an eye for detail can improve safety, efficiency, and overall awareness. Interactive exercise will help you build the skills to stay alert, think ahead and make informed decisions when it counts. Don't just observe – understand and act with confidence. **Outcome:** Learn to recognize critical details, anticipate potential risk and respond effectively.

"The Procedure Is Stronger Than The Move" - George Joseph, World Wide Casino Consulting

For over forty years George Joseph has been telling the Gaming Industry that..."The Procedure Is Stronger Than The Move."...Strong Procedures defeat Casino Cheating Moves. Mr. Joseph will demonstrate live and with surveillance video False Shuffles, Marked Cards, Roulette Cheating, Trick Dice, Dealer / Player Collusion All Games...and many more. More importantly, you will be supplied with a series of Game Protection Checklists to guide your surveillance and compliance staffs through a comprehensive evaluation of your Table Game Procedures & Practices. **Outcome:** The attendees will learn that you do not need to be a Game Protection Expert to evaluate your casino procedures and practices. You will learn a common sense approach to Game Protection.

Table Games & Slot Cheating With Cell Phones - George Joseph, World Wide Casino Consulting

Cell Phones are everywhere. Recently, several major casinos have been allowing customers to take and cell phone video during live table game play and while playing slot machines. In this presentation, George Joseph will demonstrate over one dozen casino cheating scams for table games & slots where cell phones (or cheating devices disguised as cell phones) have played an integral part. You will learn how Casino Cheating "Has Changed in 40 Years...But Stayed the Same." A "Must See" for Compliance and Surveillance. **Outcome:** To acquaint surveillance, compliance and gaming commissions with the dangers of allowing cell phone recording on table games or in the slots.

From Draft to Done: Transforming Policies with AI - Doug Parker, F&C CPAs (Finley & Cook)

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 for your organization. **Outcome:** Attendees will learn how to leverage AI to efficiently draft, update, and refine policies, identify gaps, and align documents with current regulations. They will also understand the importance of maintaining oversight to address potential inaccuracies and biases, ensuring policies remain effective and compliant.

NIGC CJIS 2025 Update - Steve Steiner, NIGC

Join staff from the NIGC Criminal Justice Information Services (CJIS) Audit Unit (CAU) for a current discussion status of NIGC CJIS Resource Materials in response to the CJIS Security Policy (CJISSECPOL) Modernization, the CAU fiscal year 2025 audit plan and for a review of Criminal History Record Information (CHRI), NIGC Bulletin No. 2022-3 and the 2023 final rules for 25 Code of Federal Regulation (CFR) Part 502 as it relates to CJIS compliance. **Outcome:** Learn status of NIGC CJIS Resource Materials in response to the CJIS Security Policy (CJISSECPOL) Modernization, the CAU fiscal year 2025 audit plan and for a review of Criminal History Record Information (CHRI), NIGC Bulletin No. 2022-3 and the 2023 final rules for 25 Code of Federal Regulation (CFR) Part 502 as it relates to CJIS compliance.

Regulation Writing 101 - Thorsten Toms, GLI

Master the art of crafting clear, enforceable regulations. This topic from within the GLI University curriculum focuses on best practices for consistent terminology, legal clarity, and adaptability to evolving industry needs. **Outcome:** The desired outcome is that students leave with an understanding of how to author clear, concise, enforceable and audit-able regulations.

Technology Track Workshop Descriptions

Cyber Compliance - Converging Trends and Opportunities - Robert Rudloff, Cyber Security Services

As the data breaches, reports of ransomware and losses to cyber criminals continue to pile up, cyber compliance requirements are ratcheting up as well. We will review current trends in the threat landscape, and then look at how the different cyber compliance requirements are tracking to address the threats. If you analyze across multiple industries and standards, including SEC, GLBA, FTC Safeguard, CMMC, gaming/gambling regulations, and even older standards like PCI DSS and HIPAA – you can

begin to see the trends. Focusing on gaming, the convergence is even more apparent with new and upcoming state level requirements. We will review these topics and discuss how organizations can develop our long term audit plans to help the organization stay ahead of the requirements. **Outcome:** Review current cyber threat landscape; understand current trends in cyber compliance requirements; and understand how current trends can be used to get ahead of the compliance curve.

What is iGaming? - Thorsten Toms & Matt Toler, GLI

Learn what makes iGaming unique in the gaming world. This session, culled from the GLI-U curriculum explains the essential components, regulatory frameworks, and jurisdictional differences that define the global iGaming landscape. **Outcome:** Students will leave this session with a good understanding of what iGaming is.

“Class II Mobile Gaming ...What’s All the Buzz About?” - Gabe Benedik & Matt Toler

As on premise Class II mobile gambling becomes a hot topic in Tribal gaming, regulators face a unique set of challenges and opportunities. This panel will explore the ins and outs of regulating on premise Class II mobile platforms, from ensuring compliance with Tribal, federal, and state laws to addressing technical security and player protections. Panelists will share insights into the potential benefits for Tribal operations, such as increased revenue and player engagement, while also discussing the complexities regulators must navigate to uphold integrity and sovereignty. This session is designed to equip Tribal regulators with the knowledge and tools to approach this emerging technology confidently and effectively.

The Benefits of AI for Regulators - Thorsten Toms, GLI & Dr. Bruce Molnar, Pokagon Gaming Commission

Instead of concentrating on the negative aspects of AI, this session delves into the many ways that AI can make a regulators life easier. With real world examples and use cases, this session is essential for anyone who does not want be left behind. **Outcome:** Students will leave this session with an appreciation for the ways that AI can help regulators.

Managing Email Compromise and Wire Fraud Incidents - Robert Rudloff & Stewart (Stu) Deken - RubinBrown

Credential theft, email compromise, and wire fraud attacks have skyrocketed during the last year. Managing these incidents can be as simple as risk and impact analysis to full scale digital forensic investigations. Our presentation will provide a brief overview of the attack vectors, threat actors, and style of the attacks. The main focus will be on going through the investigation process and using case studies to demonstrate different techniques and processes. We will use case studies to link the concepts with actions, using recent events and cases to illustrate the processes used. **Outcome:** Understand the business risk and potential impact of email compromise; understand the options if an email compromise and/or wire fraud occur, explore different options to investigate the incident(s) and how to assess risk of exposure.

“Testimonials – What Attendees are Saying”

“An overall great experience!”

“NTGCR is well established, a name has been created.”

“Great opportunity to engage with other tribes and make connections.”

“Large amount of important and useful information delivered.”

“Highly experienced trainers and attendees.”

“The information sharing was amazing!”

“Great networking opportunity and workshops are very informative.”

Conference Registration Form

(Please Print or Type Clearly. Information will be used for your name badge)

Tribe, Commission or Company: _____

Street: _____

City, State & Zip: _____

Phone: () _____ Email: _____

Name	Position	Email

Conference Pricing - All prices are per person

Refund requests will be subject to NTGCR's Refund Policy

Register: Early Registration pricing will be in effect **until March 10, 2025**. We must receive your form and payment by close of business on March 10, 2025 to take advantage of the early registration payment amount.

_____ \$600 Member Registration - Your Gaming Commission or Vendor is a member of the NTGCR. **If you are not sure if your Commission/Vendor is a member for 2025**, please contact dawnr@ntgcr.com

_____ \$550 Three or more from the same member tribe or organization.
(Must receive all names from your Tribe or organization along with your payment.)

_____ \$650 Non-Member Tribe or Organization

_____ \$600 Three or more from the same Non-Member tribe or organization.

After March 10, 2025, for anyone registering the cost will be **\$650 per person**.

Number of people attending: _____ x \$ _____ per person = \$ _____

Method of Payment

If paying by Credit Card we utilize Square. Please provide the following information:

Please charge my credit card \$ _____ for _____ person/people.

VISA MC AE Exp. Date: _____ CCV code (on back): _____

Card # _____ Zip Code: _____

Name as it appears on the card: _____ Signature: _____

Email address for receipt from Square: _____

If you're paying by Check, please complete the following: Enclosed is a check for \$ _____ for _____ people.

Please make checks payable to: **National Tribal Gaming Commissioners & Regulators** and send along with your form to:

National Tribal Gaming Commissioners & Regulators
P.O. Box 454
Oneida, WI 54155

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