

Jim Kilby

Escondido, CA 92026

Phone (702) 436-7954 • FAX (866) 484-0746 • E-Mail: JimKilby@usa.net

QUALIFICATIONS

- Entered the industry in 1969 as a dealer.
- Held positions from dealer to Sr. V.P. of Casino Operations.
- Experience with all aspects of casino development and management including planning, construction, training, creation and implementation of controls, marketing, and the management and supervision of all gaming personnel.
- Worked as consultant to virtually every major casino operation throughout the world.
- Created and instituted cost control policies.
- Created and instituted meaningful management reporting.
- Expert Casino Analyst with extensive research in profitability analysis of various consumer markets.

PROFESSIONAL GAMING EXPERIENCE

Okie International Feb 08-Present
Consultant to Gaming Industry

- During the past 20 years, I have served as consultant to virtually every major gaming operator in the world. Experience encompasses operational and marketing concerns and problems.

CHICKASAW NATION Sep 07-Feb 08
Gaming Operations Officer

- Responsible for management of 16 Native American gaming casinos throughout south/central Oklahoma. Facilities contained over 8,000 slots, 200 table games, Off Track Betting Parlors, restaurants, entertainment venues, and employees over 4,000.

UNIVERSITY OF NEVADA, LAS VEGAS Jul 01-Aug 07
Professor of Gaming

- Faculty instructor of all casino related courses: Casino Management, Casino Operations, and Protection of Casino Games.

RIO Hotel & Casino Jun 00-Jul 01
Vice President International Marketing

- Supervise staff of 30 and responsible for all international marketing generating over \$100 million in yearly casino win.
- Instituted a successful non-negotiable chip program, created discount program to encourage play and insure profit, and created new baccarat side bets to increase game advantage.

UNIVERSITY OF NEVADA, LAS VEGAS Jan 92-Jun 00
Boyd Professor of Gaming

- Faculty instructor of all casino related courses: Casino Management, Casino Operations, and Protection of Casino Games.
- The Boyd Gaming chair was the first full-time professor of gaming position in the United States.

Crown Plaza, San Juan, Puerto Rico Jul 90-Jan 92
Sr. Vice President Casino Operations

- Responsible for the development of a start-up casino operation. Responsibilities included designing the casino, obtaining all necessary gaming licenses, game selection, layout, theme development, the selecting and managing of staff, establishing controls, creating and implementing marketing plan.

EDUCATION

UNIVERSITY OF OKLAHOMA – July 1980, Bachelor of Business Administration
Field of Study: Finance

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BOOKS AUTHORED

"Introduction to Casino Management", by Anthony Lucas and Jim Kilby, OKIE International, published May 2012

"Principles of Casino Marketing", by Anthony Lucas and Jim Kilby, OKIE International, published March 2008

"Casino Operations Management", by Jim Kilby, Jim Fox, and Anthony Lucas, John Wiley and Sons, New York, 1st edition published 1998, 2nd edition published 2005.

INDUSTRY ARTICLES AUTHORED

"Table Games: Use Em or Lose Em", published in March 2013, Casino Enterprise Management Magazine

"The Falacy of Table Game Hold", published in July 2012, Casino Enterprise Management Magazine

"The Demise of Table Games", published in May 2012, Casino Enterprise Management Magazine

"Table Games and Betting Limits: A Dangerous Practice", published in March 2012, Casino Enterprise Management Magazine

"Discounting Player Losses", published in September 2011, Casino Enterprise Management Magazine

"Assessing the Profitability of Premium Players", published in August 2002, Cornell Quarterly, Awarded Article of the Year 2002.

"Principles of Rebates on Loss", published in January 1998, Casino Executive Magazine.

"Warning: A High Table Utilization May Be Hazardous to Your Profit", published in April 1995, Casino Journal, National Edition.

"Table Game Hold: A Tool of Questionable Value", published in February 1995, Casino Journal, National Edition.

"Dead Chips and Chip Warrants", published in November 1994, Casino Journal, National Edition.

"The Dead Chip Society", published in November 1994, Casino Journal, Atlantic City Edition.

"The Gambler's Spree: Feast or Famine?", published in October 1991, Casino Gaming International Magazine.

"The Cost of Match Plays and Non-Negotiables", published in September 1991, Casino Gaming International Magazine.

"Comping Decisions: Dealing with Actual Loss", published in May 1990, Casino Gaming International Magazine.

"Using Table Games Hold as a Management Tool", published in September 1987, Casino Gaming Magazine.

"Creating An Objective Player Rating System", published in March 1987, Casino Gaming Magazine.

"Estimating Revenue Through Bet Criteria", published in March 1985, Gaming and Wagering Business Magazine.

GAMING CONSULTANT (partial)

- GALAXY CASINO – Macau
- SANDS CASINO - Macau
- PLANET HOLLYWOOD CASINO – Las Vegas, Nevada
- WYNN RESORT CASINO – Las Vegas, Nevada
- MGM-Mirage Corporation – Las Vegas, Nevada
- SHERATON DESERT INN – Las Vegas, Nevada
- RIVIERA HOTEL & CASINO – Las Vegas, Nevada
- GOLDEN NUGGET HOTEL & CASINO – Las Vegas, Nevada
- LAS VEGAS HILTON – Las Vegas, Nevada
- FLAMINGO HILTON – Laughlin, Nevada
- SHOWBOAT HOTEL & CASINO – Atlantic City, New Jersey
- TROPWORLD CASINO – Atlantic City, New Jersey
- PALACE STATION HOTEL & CASINO – Las Vegas, Nevada
- LADY LUCK HOTEL & CASINO – Las Vegas, Nevada
- MINT HOTEL & CASINO – Las Vegas, Nevada
- SHERATON'S PORT DE PLAISANCE RESORT & CASINO – St. Maarten, Netherlands Antilles

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- INTERNATIONAL GAME TECHNOLOGY – Atlantic City, New Jersey
- SUN CITY CASINO – Bophuthatswana, South Africa
- GENTING HIGHLANDS CASINO – Kuala Lumpur, Malaysia
- M RESORT CASINO – Las Vegas, Nevada