

ORIGINAL



Little River Band of Ottawa Indians
1762 U.S. 31 South
Manistee MI 49660
(231) 723-8288

Resolution No. #00-0228-01

Providing for a General Waiver of Section 9.3 of the Management Agreement with Manistee Gaming, L.L.C., to Permit Hiring of Tribal Government Employees and Relatives of Tribal Government Employees and Officials at Little River Casino in Accordance with Prescribed Hiring Procedures Adopted for that Enterprise

WHEREAS, the Tribe's status as a federally-recognized Indian tribe was reaffirmed and restored by Congress pursuant to Public Law 103-324, 108 Stat. 2156 (25 U.S.C. §1300k et seq.)(hereinafter "Little River Act"); and

WHEREAS, the Tribe has determined that the establishment and operation of a Class III tribal gaming enterprise under the IGRA will assist the Tribe generate the revenues needed to establish an effective tribal government, provide necessary employment opportunities services for tribal members and promote tribal self-sufficiency; and

WHEREAS, the Tribal Council has, pursuant to Resolution No. #99-0325-07, authorized the chartering of Little River Casino Resort, as a distinct instrumentality created, wholly-owned and controlled by the Tribe, for the purpose of operating a Class II and Class III gaming resort on the Tribe's Reservation; and

WHEREAS, the Tribal Council has entered into a Management Agreement with Manistee Gaming, L.L.C., which agreement was approved by the National Indian Gaming Commission on September 10, 1999; and

WHEREAS, Section 9.3 of the Management Agreement prohibits the Manager from hiring members of the Tribal government, Tribal officials and relatives of such Tribal government employees/officials, without a written waiver from the Tribal Council; and

WHEREAS, the Management Agreement would require the Tribe to provide the Manager with a list of Tribal government employees and officials, as well as their relatives; and

WHEREAS, the Tribal Council believes it is in the best interest of the Tribe's members, its employees and their relatives, to provide a general waiver, which would permit Tribal employees and relatives of Tribal employees and officials to obtain employment positions with Little River Casino/Resort.

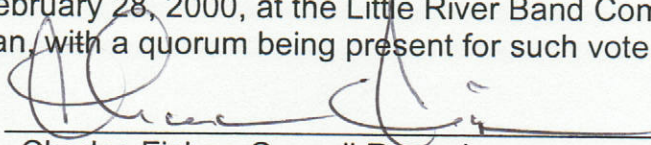
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby issues a "General Waiver" to Manistee Gaming, L.L.C., of the provisions of Section 9.3 of the Management Agreement with the following conditions:

- (a) The Waiver provided by this Resolution shall allow employees of the Tribal government to apply, and be hired by the Manager, for positions with Little River Casino Resort;
- (b) The Waiver provided by this Resolution shall allow Relatives of Tribal government employees and Tribal government officials to apply, and be hired by the Manager, for positions with Little River Casino Resort;
- (c) The Waiver provided by this Resolution shall not extend to permit the hiring of elected officials of Tribal government while such persons hold such elected office;
- (d) Manistee Gaming, L.L.C., and the management of Little River Casino/Resort shall follow the procedures and protections afforded all prospective employees of Little River Casino Resort in the approved Personnel Policies, including the Tribal Preference, established for the Resort in making hiring involving Tribal government employees and Relatives of Tribal government employees and officials; and
- (e) Manistee Gaming, L.L.C. may, at its option but shall not be required, to request a specific waiver from the Tribal Council for particular applicants for employment if they know such individuals to be relatives of elected or appointed officials of the Tribal government and Manistee Gaming, L.L.C. deems the same necessary and prudent.

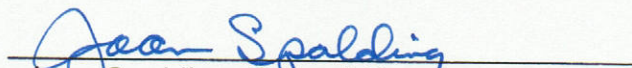
IT IS FURTHER RESOLVED THAT the Tribal Council hereby directs that original copies of this Resolution shall be delivered to authorized representatives of Manistee Gaming, L.L.C., who shall acknowledge receipt, understanding and acceptance of this "General Waiver".

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 7 FOR, 1 AGAINST, 1 ABSENT, and 0 ABSTAINING, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council on February 28, 2000, at the Little River Band Community Center in Manistee, Michigan, with a quorum being present for such vote.


Charles Fisher, Council Recorder

Attest:


Joan Spalding, Council Speaker