



Little River Band of Ottawa Indians

375 River Street
Manistee MI 49660
(231) 723-8288

Resolution # 02-0220- 63

Approval of Little River Casino Resort Employee Handbook and Repeal of Prior Actions

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. s. 1300k et seq.); and

WHEREAS, the Tribe adopted a new Constitution, pursuant to a vote of the membership on May 27, 1998, which Constitution became effective upon its approval by the Assistant Secretary-Indian Affairs on July 10, 1998; and

WHEREAS, the Business Board has approved the personnel policies and procedures of the Little River Casino Resort (*Casino*) as partially defined and set forth in the "Employee Handbook" as required by section 4.6.2 of the Second Amended and Restated Management Agreement (*Management Agreement (2nd)*); and

WHEREAS, the Tribal Council adopted resolution # 99-0707-02 which clarifies the Tribe's response to employees under the age of 21 at the Casino and allows such employment with conditions and restrictions; and

WHEREAS, the Tribal Council adopted resolution # 00-0228-01 allowing employees of the Tribal government operations and relatives of Tribal government officials to be employed at the Casino in accordance with section 9.3 of the First Amended Management Agreement; and

WHEREAS, the Tribal Council has reviewed the proposed Employee Handbook and determined that clarifications and amendments not affecting the substantive provisions of the Employee Handbook were necessary prior to adoption; and

WHEREAS, the Tribal Council has determined that the Employee Handbook is in appropriate form for adoption since such clarifications and amendments have been submitted;

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the Little River Casino Resort Employee Handbook, revision date February 11, 2002, for implementation by the Casino; and

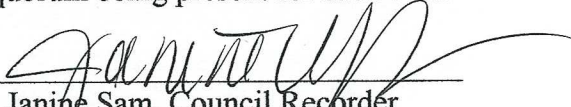
IT IS FURTHER RESOLVED THAT the Tribal Council hereby supersedes resolutions and motions regarding the Casino's Employee Handbook not specifically reaffirmed in this resolution; and

IT IS FINALLY RESOLVED THAT the Tribal Council hereby reaffirms resolutions #99-0707-02 and # 00-0228-01.

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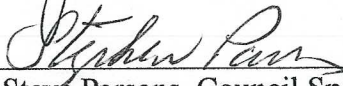
CERTIFICATION OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 8 For, 1 Against, 0 Absent, and 0 Abstaining, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held at the Little River Band Community Center on February 20, 2002, with a quorum being present for such vote.



Janine Sam, Council Recorder

Attest:



Steve Parsons, Council Speaker