



Little River Band of Ottawa Indians
375 River Street
Manistee, MI 49660

Resolution # 02-0501-03

*Approval of Amendments to Little River Casino Resort Employee Handbook Clarifying
the Indian Preference Policy*

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 # 02-0220-03, which approves the Employee Handbook; and

WHEREAS, the Little River Casino Resort Human Resource Department has identified that the *Native American Preference Policy* in the Employee Handbook erroneously refers to an application of Indian preference in employment; and

WHEREAS, the Business Board has approved deletion of reference to 'termination' in the *Native American Preference Policy*; and

WHEREAS, the Tribal Council has also determined that deletion of the reference to 'termination' in the *Native America Preference Policy* is appropriate;

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the amendment to the Little River Casino Resort Employee Handbook, revision date February 11, 2002, for implementation by the Casino as set forth below:

Native American Preference Policy

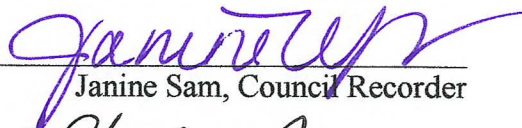
The Resort has established a Native American Preference policy. Subject to the provisions of this policy, eligible individuals shall be given a preference in employment-related decisions

of the Resort. For purposes of this policy, the term "eligible individuals" means Native Americans; and the term "employment" includes, but is not limited to, the recruitment, hiring, promotion, transfer, training, upgrading, reduction-in-force, retention, ~~and recall~~, ~~and termination~~ of employees. To receive this preference, eligible individuals must provide documentation or proof of their eligibility at the time of their application for employment, and on an ongoing basis thereafter. Further, eligible individuals must meet the minimum qualifications identified in the job description for the position that they may be seeking or maintaining.

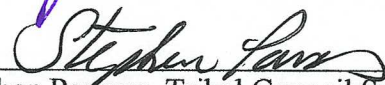
CERTIFICATION OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 7 FOR, 0 AGAINST, 0 ABSTAINING, and 2 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians' Tribal Council held at the Little River Band Community Center on May 1, 2002, in Manistee, Michigan, with a quorum being present for such vote.

Attest:



Janine Sam, Council Recorder



Stephen Parsons, Tribal Council Speaker

NATIVE AMERICAN PREFERENCE POLICY

The LRCCR Human Resource Department has identified that the *Native American Preference Policy* in the current Employee Handbook previously approved by Business Board and Tribal Council erroneously refers to an application of Indian preference in regard to employment. It has been recommended by Joann House/Bill Brooks that the following changes be made (addition of word "and"; deletion of ", and termination").

The Resort has established a Native American Preference Policy. Subject to the provisions of this policy, eligible individuals shall be given a preference in employment-related decisions of the Resort. For purposes of this policy, the term "eligible individuals" means Native Americans; and the term "employment" includes, but is not limited to, the recruitment, hiring, promotion, transfer, training, upgrading, reduction-in-force, retention, *and* recall, ~~and termination~~ of employees. To receive this preference, eligible individuals must provide documentation or proof of their eligibility at the time of their application for employment, and on an ongoing basis thereafter. Further, eligible individuals must meet the minimum qualifications identified in the job description for the position that they may be seeking or maintaining.

Submitted by: Valerie Zergro HR Director 4/10/02
Name Title Date

Business Board Action:

- ☒ Approved As Submitted
- ☐ Approved with Additional Noted Changes
- ☐ Rejected
- ☐ Tabled

[Signature] 4/15/02
Business Board Signature Date

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