

**Little River Band of Ottawa Indians**

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

**Resolution # 03-0402-92**

*Approval of One Time Bonus Policy for the Little River Casino Resort to Conclude Fiscal Year 2002*

WHEREAS, the status of the *Gaá Čhíng Ziibi Daáwaa Aníshinaábek* (Little River Band of Ottawa Indians) as a sovereign and Treaty-making power is confirmed in numerous treaties, from agreements with the initial colonial powers on this land, to various treaties with the United States; and

WHEREAS, the Little River Band of Ottawa Indians (Tribe) is descended from, and is the political successor to, the Grand River Ottawa Bands, signatories of the 1836 Treaty of Washington (7 Stat. 491) with the United States, as reaffirmed by federal law in P.L. 103-324, enacted in 1994; 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 Tribal Council is authorized under Article IV, Section 7(a) to provide for the public health, peace, morals, education and general welfare of the Little River Band and its members; and

WHEREAS, the Business Board received a proposed Bonus Payment to conclude the July 1 through December 31, 2002 period for the employees of the Little River Casino Resort; and

WHEREAS, the Little River Casino Resort exceeded EBITDA targets by 27%; and

WHEREAS, the proposed policy provides for specified graduated payments in four categories to employees that were employed during the entire period between July 1, 2002 and December 31, 2002, and are currently employed by the Little River Casino Resort; and

WHEREAS, the Business Board approved the proposed Bonus Payment (July/December 2002) on April 1, 2003 and forwarded the plan for Tribal Council approval; and

WHEREAS, the Tribal Council has reviewed the proposed Bonus Payment (July/December 2002) and finds it a reasonable proposal;

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the Little River Casino Resort Bonus Payment for the period July 1, 2002 to December 31, 2002 in the following amounts –

a. Directors	\$800	4 employees
b. Managers	\$700	36 employees
c. LDP/Supervisors	\$600	112 employees
d. Non-Exempt	\$350	584 employees

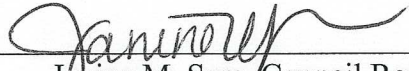
Such payments shall be made to the employees and in the increments identified in the confidential attachment.


IT IS FURTHER RESOLVED THAT the Tribal Council hereby directs that the employees of the Little River Casino Resort be notified that the Little River Casino Resort does not currently have a bonus or other similar policy in place for the current fiscal year.

**CERTIFICATE 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 ABSTAINING, and 0 ABSENT, at a Regular Closed Session of the Little River Band of Ottawa Indians Tribal Council held on April 2, 2003, at the Little River Band's Downtown Offices in Manistee, Michigan, with a quorum being present for such vote.

Attest:

  
Janine M. Sam, Council Recorder

  
Stephen Parsons, Council Speaker

Distribution: Council Records  
Tribal Ogema  
Tribal Court  
Legal Department