



Little River Band of Ottawa Indians

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

Resolution # 03-0910-289

Approval and Adoption of the Little River Casino Resort Employee Handbook

WHEREAS, the Band'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.); and

WHEREAS, the Band adopted a 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 Tribe is entitled to the protections and benefits accorded federally-recognized Indian tribes under federal law, including those under the Indian Gaming Regulatory Act of 1988 (25 U.S.C. §2701 et seq.)(hereinafter "IGRA"), which permits Indian tribes to operate Class II gaming activities on lands held in trust for the Tribe; and

WHEREAS, the Tribe has, since July 1999, conducted Class III gaming operations on its Reservation at an interim gaming facility, known as "Little River Casino Resort"; and

WHEREAS, during its meeting held on September 2, 2003, the Business Board of Little River Casino Resort ("Resort") approved the Little River Casino Resort Employee Handbook ("Handbook") for the Resort; and

WHEREAS, the Tribal Council, after reviewing the Handbook, has determined that the Handbook is appropriate for the Resort and meets the business needs of the Resort.

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves and adopts the Handbook for use at the Little River Casino Resort.

IT IS FURTHER RESOLVED THAT the Business Board is directed to take those measures necessary to implement the revised Employee Handbook including notifying all Resort employees of the terms of the new Employee Handbook.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 7 FOR, 2 AGAINST, 0 ABSTAINING, and 0 ABSENT, at a Closed Session of the Little River Band of Ottawa Indians Tribal Council held on September 10, 2003, at the Little River Band's Community Center in Manistee, Michigan, with a quorum being present for such vote.



Janine M. Sam, Council Recorder



Stephen Parsons, Council Speaker

Attest:

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