

Little River Band of Ottawa Indians

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

Resolution # 04-0512-202

Approval of FY2004 Employee Recognition Payment for Little River Casino and Resort

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 General Manager has forwarded to the Business Board a proposal for the FY2004 Employee Recognition Payment for approval; and

WHEREAS, the Business Board has reviewed the proposed FY2004 Employee Recognition Payment and has approved the proposal at a May 11, 2004, Business Board meeting;

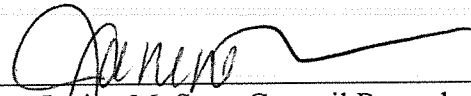
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the Little River Casino and Resort FY2004 Employee Recognition Payment in the following amounts.

Length of Service	Amount of Recognition	Estimated Distribution Amount
91 days - 1 year	\$100	\$11,900
1 - 2 years	\$200	\$42,200
2 - 3 years	\$300	\$46,200
3 - 4 years	\$400	\$53,200
4 - 5 years	\$500	\$122,000
5+ years	\$750	\$3,750
Total Amount of Distribution		\$279,250

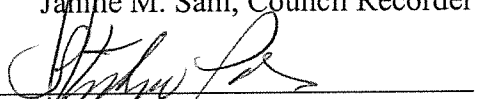
IT IS FURTHER RESOLVED THAT the Tribal Council approves the application of the Little River Casino and Resort FY2004 Employee Recognition Payment to all employees who have met the probationary periods, and shall not include Directors.

CERTIFICATE 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 Closed Session of the Little River Band of Ottawa Indians Tribal Council held on May 12, 2004, at the Little River Band's Downtown Offices in Manistee, Michigan, with a quorum being present for such vote.



 Janine M. Sam, Council Recorder



 Stephen Parsons, Council Speaker

Attest:

Distribution: Council Records
 Tribal Ogema
 Tribal Court