



**Little River Band of Ottawa Indians**

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(616) 723-8288

Resolution No. #99-0624-04

**Approving Benefit Package for Employees of  
Little River Casino Resort, Adopting Certain Portions  
of Such Package for the Tribal Government Operations  
and Authorizing Casino Management and the Tribal Ogema  
to Execute Any Documents as May be Necessary to  
Implement the Benefit Package**

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. §1300k et seq.)(hereinafter "Little River Act"); and

WHEREAS, the Tribal Council has, pursuant to Resolution No. #99-0314-07, authorized the chartering of Little River Casino Resort, as a distinct instrumentality created, wholly-owned and controlled by the Tribe, for the purpose of operating a Class II and Class III gaming resort on the Tribe's Reservation; and

WHEREAS, the Tribal Council has appointed Council members Connie Waitner and Elaine Porter to serve as the Business Board representatives for Little River Casino Resort pending approval of the Management Agreement with Manistee Gaming LLC; and

WHEREAS, Section 4.6.2. of the proposed Management Agreement provides that the Enterprise Personnel Policies shall be established by the Business Board, subject to the approval of the Tribal Council"; and

WHEREAS, the Business Board representatives, in consultation with Little River Casino Resort's Human Resource Director, have approved a benefit package prepared by Gallagher Benefit Services, Inc., for employees of Little River Casino Resort, which package is designed to be competitive with benefits offered at other Tribal casinos; and

WHEREAS, Federal law requires the Tribe to offer certain benefits on the same terms and conditions to employees of "affiliated employers", such as Little River Casino Resort, as those applicable to employees of the Tribal government; and

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WHEREAS, pursuant to Article IV, Section 5 (a)(4) and Article V, Section 5(a)(3) and (8) of the Tribal Constitution, the Tribal Ogema, or in his absence, the Tribal Council Speaker, is authorized to represent the Tribe in its relations with other organizations and manage the economic affairs/enterprises of the Tribe, in a manner consistent with the Tribal Constitution and resolutions of the Tribal Council; and

WHEREAS, the Tribal Council, pursuant to Article IV, Section 7 (b) of the Constitution, has the power to authorize and ratify agreements and contracts negotiated by the chief executive officer of the Tribe; and

WHEREAS, the Tribal Council has reviewed and approves the benefit package proposed by the Human Resource Director and Business Board for Little River Casino Resort; and

WHEREAS, the Tribal Council further approves the coordination of certain portions of the benefit package submitted and adopts such benefits for employees of the Tribal government.

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the benefit package prepared by Gallagher Benefit Services, Inc., and submitted by the management of Little River Casino Resort, as a component of the Personnel Policies for that enterprise. Such benefits include the following:

- a. Medical Insurance: Blue Cross/Blue Shield "Preferred Provider" Plan with Traditional "80/20" Option, including prescription coverage;
- b. Dental Insurance: Offered by Delta Dental;
- c. Vision Care: Offered by Blue Cross/Blue Shield;
- d. 401(k) Retirement Plan: Offered by American United Life, with the enterprise provide a 100% match of employee contributions up to 3% and a vesting schedule which encourages employee retention;
- e. Life Insurance: Offered by Standard Life Insurance with \$10,000-15,000 insurance for each employee or twice the base salary up to \$150,000 for salaried personnel;
- f. Short-term and Long-term Disability: Optional coverage offered by RNX Benefits.



- g. Personal Time Off: Fifteen (15) days per year on an accrual basis.

IT IS FURTHER RESOLVED THAT the Tribal Council specifically authorizes the Tribe's Business Board Representatives, Connie Waitner and Elaine Porter, together with the other persons designated in Resolution No. #99-0503-01, to execute all documents as may be required to implement the above benefit program for employees of Little River Casino Resort.

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the following portions of the benefit package prepared by Gallagher Benefit Services, Inc., and adopts the same for employees of the Tribal Government's Personnel Policies:

- a. Medical Insurance: Blue Cross/Blue Shield "Preferred Provider" Plan with Traditional "80/20" Option, including prescription coverage;
- b. Dental Insurance: Offered by Delta Dental;
- c. Vision Care: Offered by Blue Cross/Blue Shield;
- d. Life Insurance: Offered by Standard Life Insurance with \$10,000-15,000 insurance for each employee consistent with the plan currently offered to Tribal employees;
- e. Short-term Disability: Coverage offered by RNX Benefits at the Tribe's expense.

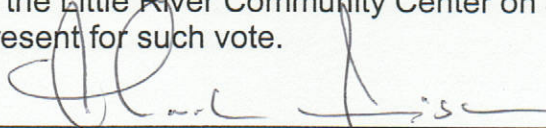
IT IS FURTHER RESOLVED THAT the Tribal Council directs the Tribal Manager to contact Northwestern Savings Bank & Trust, which administers the Tribe's 401(k) Plan for employees of the Tribal government, to begin the process of amending such Plan to conform to the Plan being offered to employees of Little River Casino Resort where federal law requires consistency and authorizes the Tribal Ogema, or in his absence, the Tribal Council Speaker, to execute all documents as may be required to implement such amended 401(k) Plan.

IT IS FURTHER RESOLVED THAT the Tribal Council authorizes the Tribal Ogema, or in his absence, the Tribal Council Speaker, to execute all documents as may be required to implement those portions of the Gallagher Benefit Services package being adopted by Little River Casino Resort on behalf of the Tribal government.




**CERTIFICATE OF ADOPTION**

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 8 FOR, 0 AGAINST, 1 ABSENT, and 0 ABSTAINING, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held in the Little River Community Center on June 24, 1999, with a quorum being present for such vote.



Charles Fisher, Council Recorder



Attest:

Kathy Berentsen, Councilor