



Little River Band of Ottawa Indians

PO Box 314

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(616) 723-8288

Resolution No. #99-0707-0 |

**Approving the Employee Guidebook & Policy Manual
for Employees of Little River Casino Resort**

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 an Employee Guidebook & Policy Manual for casino employees, dated 7/7/99, which draft incorporates comments and suggestions provided by Tribal Council members on July 6, 1999; and

WHEREAS, the Tribal Council understands that certain technical revisions will be incorporated into the Policy Manual, dated 7/7/99, in response to the preliminary legal review conducted by the Tribe's attorneys; and

WHEREAS, the Tribal Council understands that more detailed procedural matters relating to personnel administration at Little River Casino Resort will be incorporated into the Policy Manual subsequent to the opening of Little River Casion; and

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WHEREAS, the Tribal Council has reviewed and approves the Employee Guidebook & Policy Manual presented by the Human Resource Director and Business Board for Little River Casino Resort, subject to any legal or technical corrections requested by the Tribe's attorneys.

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the Employee Guidebook & Policy Manual submitted by the management and Business Board of Little River Casino Resort, as the Pre-opening Version of the Personnel Policies for that enterprise.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 6 FOR, 0 AGAINST, 3 ABSENT, and 0 ABSTAINING, at a Special/Emergency Session of the Little River Band of Ottawa Indians Tribal Council held for this purpose at the Little River Community Center on July 7, 1999, with a quorum being present for such vote.



Charles Fisher, Council Recorder

Attest:



Kathy Berentsen, Councilor