



**Little River Band of Ottawa Indians**

PO Box 314  
Manistee MI 49660-0314  
(616) 723-8288

Resolution No. #99-0707- 02

**Authorizing Employment of Persons Less Than Twenty-one (21)  
Years of Age at Little River Casino Resort Subject to Conditions  
to be Prescribed by the Casino's Business Board**

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 Tribe has determined that the establishment and operation of a Class II and Class III tribal gaming enterprise under the IGRA will assist the Tribe generate the revenues needed to establish an effective tribal government, provide necessary employment opportunities services for tribal members and promote tribal self-sufficiency; 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, Sections 4.2.5. and 4.6.2. of the proposed Management Agreement provides that the Enterprise Operating Standards and Enterprise Personnel Policies shall be established by the Business Board, subject to the approval of the Tribal Council"; and

WHEREAS, the General Manager of Little River Casino Resort has requested clarification of the Tribal Council's position relative to employment of persons under the age of 21 years of age in the casino; and

WHEREAS, the Business Board has previously determined that persons under the age of 21 years of age would be prohibited from gambling at Little River Casino Resort; and

WHEREAS, the Business Board representatives have recommended that persons under 21 years of age be authorized to be employed in non-gaming positions at Little River Casino Resort, subject to certain conditions to be developed by Casino management, in consultation with the Tribe's Education Committee.

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the following general policy with respect to employment of persons under the age of 21 years of age at Little River Casino Resort:

- a. Persons under the age of 21 years of age may not be employed in "gaming" related employment positions.
- b. Persons under the age of 21 years of age may only be considered for employment at Little River Casino Resort if such person(s) have successfully completed high school or GED equivalency test.
- c. Persons under the age of 21 may be considered for employment at Little River Casino Resort if such person(s) are currently enrolled in high school, maintain regular attendance in accordance with school policy and maintain a grade point average of not less than 2.0 (C average) or better.
- d. Casino management shall develop work rules and procedures designed to minimize the exposure of employees under the age of 21 years of age to gaming activities and to prevent such employees from accessing the gaming floor of the Casino. Such work rules and procedures shall be subject to the approval of the Business Board.

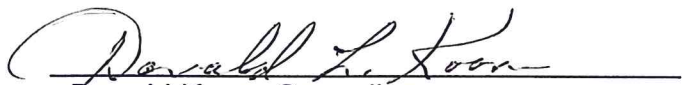
IT IS FURTHER RESOLVED THAT the Tribal Council specifically directs the Business Board to consult with the Tribe's Education Committee regarding the development of work rules and procedures as may be necessary or appropriate to implement this policy.

**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 called for this purpose on July 7, 1999, at the Tribal Community Center in Manistee, Michigan, with a quorum being present for such vote.

  
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Charles Fisher, Council Recorder

Attest:

  
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Donald Koon, Councilor