

RESOLUTION OF THE
WHITE MOUNTAIN APACHE TRIBE OF THE
FORT APACHE INDIAN RESERVATION

WHEREAS, the Tribal Council has this day met in executive session to review and discuss concerns and issues pertaining to Hon Dah Casino management, and in particular the Primary Management Official; and

WHEREAS, the Council recognizes that the Primary Management Official has assisted the Tribe in bringing the Hotel and Convention Center into full operation, along with the related entertainment and food service operation, and that he has assisted in training employees to assume greater management responsibility; however, other management practices by the Primary Management Official lead the Council to conclude that its goals to further develop the Tribal member workforce are not being met, nor are the current management practices advancing the best interests of the entire employee workforce at the Hon Dah Casino and Resort, or the Tribe's Casino and resort development goals; and

WHEREAS, the Council has found that reported morale at all levels among both Tribal member and non-member employees has greatly suffered and could become a serious detriment to the customer service oriented attitude at the Hon Dah Casino and Resort, and could also impair the well-being, productivity and dedication of employees; and

WHEREAS, the Council places great importance upon maintaining a healthy and positive work environment for all employees, whether Tribal member or non-member; and

WHEREAS, the Council also finds that current management practices do not promote a cooperative and friendly relationship between the Tribe and the neighboring communities, which is of significant importance to the Tribal Council; and

WHEREAS, the Council recognizes that the Hon Dah Casino and Resort provides a significant economic benefit to the Tribe as well as the White Mountain region; and

WHEREAS, after five years of operation the Council finds that the Hon Dah Casino and Resort is ready for a new phase of management philosophy consistent with the Tribal Council's emphasis on developing training and expertise for Tribal members in a context which is appropriate for the culture and setting; and

Resolution No. 09-98-224

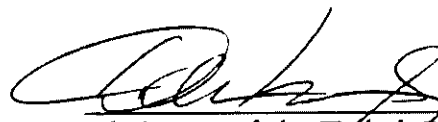
WHEREAS, based upon these conclusions, and the issues discussed in executive session, the Council finds cause for an immediate change in the Hon Dah Casino and Resort management structure.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that based upon its review of the issues in executive session, it finds cause for the immediate termination of the employment agreement with Hon Dah Casino and Resort Primary Management Official, Mike Unger.

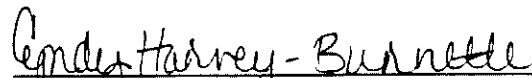
BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it directs the Tribal Chairman to notify Mr. Unger in writing of the grounds for the termination of the employment agreement, as discussed by the Council in executive session, and to extend the Council's appreciation for the services Mr. Unger has provided the Tribe.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby appoints Roger Leslie, the current General Manager to serve as the acting Primary Management Official at the Hon Dah Casino and Resort.

The foregoing resolution was on September 8, 1998 duly adopted by a vote of Five for and One against and One abstention by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article IV, Section 1 (a), (b), (h), (i), (s), (t), and (u) of the Constitution of the Tribe, ratified by the Tribe September 30, 1993, and approved by the Secretary of the Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).



Chairman of the Tribal Council


Secretary of the Tribal Council