

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

WHEREAS, the Tribal Council has today reviewed the restated and revised Plan document for the Tribal Employee Health and Welfare Plan; and

WHEREAS, the new Plan document incorporates the previous seventeen amendments made to the prior Plan document; and

WHEREAS, the new Plan document also clarifies the position of the Plan with regard to federal law; and

WHEREAS, in its discussions today, the Council heard from the Human Resources Department and contracted representatives concerning long range options to maintain the financial integrity of the Employee Health Plan; and

WHEREAS, the Council recognizes that the Tribal Health and Welfare Plan provides an excellent benefit to Tribal employees, unmatched by virtually any other employer; and

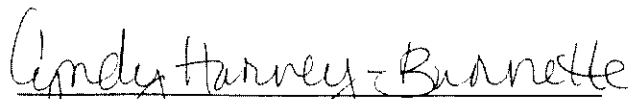
WHEREAS, the Tribal Council intends to take pro-active measures to maintain this benefit for Tribal employees.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby approves the revised and restated White Mountain Apache Tribe Health and Welfare Plan, a copy of which is attached herein, effective January 1, 1999.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it directs the Human Resources Department to survey Plan participants concerning possible co-payment options as one way of controlling potential cost increases for medical coverage, and to report back to the Council on the findings.

The foregoing resolution was on October 19, 1998 duly adopted by a vote of seven for and zero against 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