

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

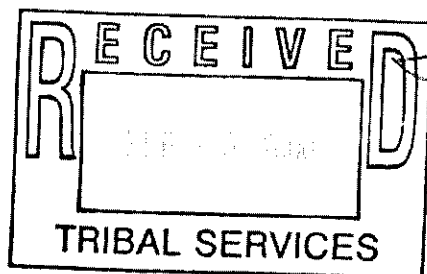
WHEREAS, the Tribal Council acknowledges that many employees have requested annual and sick leave transfers to a friend or relative, and Resolution No. 10-94-320 authorizes the Human Resources Director to verify that the person to whom the annual or sick leave will be transferred is hospitalized or ill and in need of the transferred hours; and

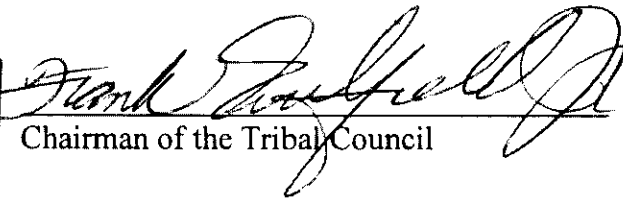
WHEREAS, the Tribal Council is aware that employees have not complied with Resolution 10-94-320, and the White Mountain Apache Tribe provides Short Term Disability benefits for those employees who qualify, and to delegate to the Human Resources Director to verify that no alternative resources exist and that the Director strictly adheres to the guidelines outlined in Resolution 10-94-320 in order to honor such requests for leave transfer.

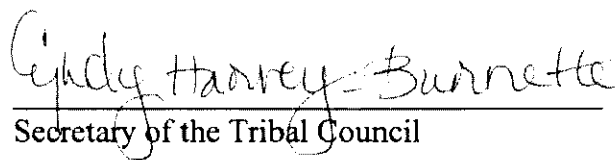
BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that transfers of annual and sick leave should be kept to a minimum, (to avoid abuse) and only for reasons of hospitalization or illness. The transfer of leave shall be paid at the lower rate of the employee (receiving or donating).

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that upon the Tribe's review of its financial status, that there be a period of NO LEAVE TRANSFERS for a period of 90 days.

The foregoing resolution was on March 4, 1999 duly adopted by a vote of SIX for and TWO against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article IV, Section 1 (a), (i), (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