

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

- WHEREAS**, many of the Tribe's enterprises have failed to generate revenues in excess of operating costs; and
- WHEREAS**, the Tribe's ability to generate revenues has been further impacted by the lack of snow for Sunrise Park Resort, and the continuing competitive pricing for lumber; and
- WHEREAS**, the operating cash reserves of the Tribe have been seriously depleted by the current economic conditions facing the Tribe; and
- WHEREAS**, the Tribal Council has responsibility to the people of the White Mountain Apache Tribe to preserve the assets of the Tribe; and
- WHEREAS**, the Tribal Council intends to fulfill this responsibility on behalf of the members of the Tribe; and
- WHEREAS**, the Tribal Council has discussed measures intended to restore and solidify the Tribe's financial integrity; and
- WHEREAS**, such measures must include reducing costs incurred by Tribal enterprises, departments, and programs; and
- WHEREAS**, the Tribal Council could impose an across the board limitation on spending and expenses but would rather see specific recommendations from each department and enterprise manager which will pinpoint unnecessary costs and implement cost reductions both on a short term and a long term scale; and
- WHEREAS**, the Tribal Council shall require such recommendation from each department and enterprise manager as is consistent with their fiscal responsibilities to the Tribe.
- BE IT RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby directs that all Tribal enterprise, department, and program heads or managers shall immediately prepare a plan identifying cost reductions in their respective programs.

Resolution No. 03-99-55

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that such plan should identify a cost reduction of 20% for each department, enterprise or program, and for any such plan which does not account for a 20% savings a complete and detailed written justification must be provided for the deduction recommendation which is less than that amount.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the Tribal Council wishes to utilize the experience and knowledge of its department and enterprise managers and therefore will not at this time enact any reductions under its own authority, but instead directs that each manager should consider any reasonable option to reduce costs which would be consistent with the overall welfare and benefit of the Tribe, and such options may include any of the following suggestions along with other suggestions from each manager: the reduction in employee hours, layoffs, suspension of sick leave pay, complete freezes on new hires and capital expenditures, elimination of non-essential programs, and elimination of all travel which is not absolutely essential.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the plan should identify short term solutions (of approximately 90 days in duration) during the Tribe's seasonal cash flow shortage, and long term solutions to assure the continuous and long term financial health of the Tribe.

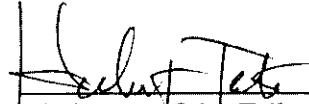
BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the Tribe's Internal Auditor shall provide support by identifying problems and internal audit findings that managers must consider in preparing their cost reduction plans.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the Tribal enterprises are to submit their plan for cost reduction to the Executive Director of the Enterprise Division no later than 12:00 noon, Monday March 15, 1999, and all other departments and programs shall deliver their proposal for reduction to the Financial Controller no later than 12:00 noon, Monday March 15, 1999, and any enterprise, program, or department which fails to submit an adequate plan within the time required could be subject to enforcement of reduction measures by the Enterprise Director or Business Office with the concurrence of the Tribal Council.

Resolution No. 03-99-55

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

ACTING



Chairman of the Tribal Council

1999 1 1999


Secretary of the Tribal Council