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

WHEREAS, Erma Pinal has approached the Tribal Council this day and requested its assistance to reinstate her to her position as Purchasing Supervisor, at the Fort Apache Timber Company; and

WHEREAS, the Tribal Council has learned from Ms. Pinal and from Maria Classay, General Manager of FATCO, that Ms. Pinal was relieved of her duties for failing to provide adequate notice of her absence at work as required under FATCO policies; and

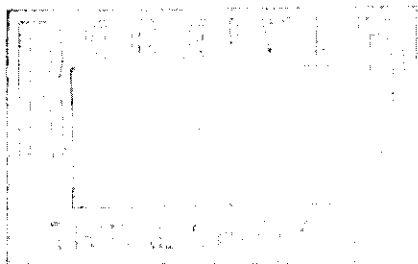
WHEREAS, the Tribal Council received testimony that Ms. Pinal did not receive a final notice of termination nor a notice that she had a right to file a grievance for her termination, which the Council finds would be proper notice for effectuating Ms. Pinal's termination; and

WHEREAS, the Tribal Council understands that Ms. Pinal supervisor's initial penalty for failing to abide by the employee policy was 30 days suspension without pay, which the Council concurs is an adequate penalty considering the testimony provide through Ms. Pinal, Maria Classay, and supervisors from FATCO.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs Maria Classay, General Manager of the Fort Apache Timber Company, to reinstate Ms. Erma Pinal into her position at FATCO as Purchasing Supervisor, after she completes her 30 day suspension without pay for receiving a 3rd warning from her supervisor.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby directs the General Manager of the Fort Apache Timber Company and the supervisory staff therein to revise and reconsider the employee policies and procedures of the Fort Apache Timber Company to ensure they are fair to FATCO employees and are adequate in protecting the interests of the Fort Apache Timber Company.

The foregoing resolution was on November 2, 2000 duly adopted by a vote of SIX for, ZERO 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), (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).



[Handwritten Signature]

ACTING Chairman of the Tribal Council

[Handwritten Signature]

Secretary of the Tribal Council