

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

- WHEREAS,** the White Mountain Apache Tribe offers a comprehensive health and welfare plan for its employees; and
- WHEREAS,** the Tribe's plan is unmatched by any other employer offered plan, in terms of scope of coverage and cost participants; and
- WHEREAS,** the Tribe pays the vast majority of the Health and Welfare Plan costs, with the employees contributing a portion of the total costs through authorized payroll deductions; and
- WHEREAS,** the Tribe must take reasonable financial measures to maintain the integrity of the Health and Welfare Plan; and
- WHEREAS,** health care costs have increased greatly in recent years, necessitating adjustments to the Plan terms and employee contribution rates to offset a portion of the increased Plan costs; and
- WHEREAS,** Health Benefits staff have surveyed Plan participants to determine how those Plan modification and rate changes can be best accomplished to meet necessary Tribal objectives and accommodate the expressed wishes of Plan participants; and
- WHEREAS,** based upon those surveys, and review and analysis by Tribal staff, Health Plan advisors, and the Tribal Budget Committee have presented a proposal to increase revenues for the Plan; and
- WHEREAS,** the Council at this time authorizes an adjustment to the employee contribution rates, with the understanding that at a later date consideration will be given to amendments to the Plan to adjust co-payment provisions, deductibles, and other Plan features; and
- WHEREAS,** at the direction of the Tribal Council, the proposed adjustment to the employee contribution rates have been publicized in the Apache Scout and communicated to employees through newsletters and broadcasts on KNNB radio to seek comments; and
- WHEREAS,** the Council is advised that only a very limited response has been received in objection to the proposal, and on that basis the Council concludes that the changes authorized herein to maintain the financial integrity for the Plan with no reduction in services and benefits available for Plan participants; and
- WHEREAS,** in this Resolution, the Tribal Council authorizes the implementation of the new employee contribution rates for the White Mountain Apache Tribe Health and Welfare Plan, effective January 1, 2003, as set forth below.

Resolution No. 11-2002-287

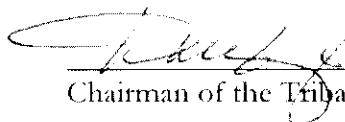
BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby authorizes the following employee contribution rates for participation under the White Mountain Apache Tribe Health and Welfare Plan to offset a portion of the health care cost increases experienced by the White Mountain Apache Tribe for its employees:

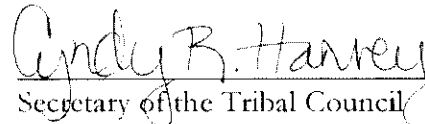
<u>Elections</u>	<u>Employee Only</u>	<u>Employee & Family</u>
Basic Life & Medical	\$10.00	\$20.00
Enhanced Life, Medical, Dental, Vision, Disability	\$40.00	\$65.00
Enhanced Life & Disability	\$20.00	n/a

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the new rates shall be effective January 1, 2003, and that the employee Health Benefits staff shall notify employees and supervisors through the annual open enrollment fair of the new rate structure.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby authorizes the Tribal Chairman, or in his absence the Vice-Chairman to sign and execute the documents necessary to carry out the intent of this Resolution.

The foregoing resolution was on November 14, 2002 duly adopted by a vote of FOUR for, TWO 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), (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