

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

WHEREAS, the Tribal Council has held several sessions to review the serious cash-flow shortages currently facing the Tribe; and

WHEREAS, the Tribe is completing long-term recovery plans to reduce costs and improve the efficiency of Tribal operations to restore the Tribe's financial stability; and

WHEREAS, until the Tribe institutes a viable long-term plan to assure continued financial stability for the Tribe, it must enact interim reductions across the board to safeguard financial assets and meet ongoing Tribal obligations; and

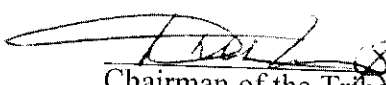
WHEREAS, for that reason the Tribal Council enacts a reduction in hours for employee positions not directly related to public safety.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that for the remainder of the 03/04 Fiscal Year it hereby implements a reduction in hours for all employees from 80 hours per pay period for full time employees to 72 hours per pay period for full time employees, resulting in a 10% reduction in employee pay.

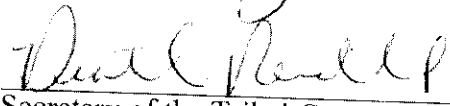
BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the foregoing reductions in hours apply to all employees of the Tribe except for Tribal EMS, Fire Department, Police Department and Game and Fish employees.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the reduction in hours will also not apply to the employees of the Hon-Dah Resort and Casino, as the Tribal Council has received and is satisfied with the cost reduction measures submitted by Hon-Dah management and reviewed this date by the Tribal Council.

The foregoing resolution was on JANUARY 21, 2004 duly adopted by a vote of SEVEN 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 I (a), (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

ACTING


Secretary of the Tribal Council