RESOLUTION NUMBER **TMBC206-03-23** OF THE DULY ELECTED AND CERTIFIED GOVERNING BODY OF THE TURTLE MOUNTAIN BAND OF CHIPPEWA INDIANS

WHEREAS,   the Turtle Mountain Band of Chippewa Indians, hereinafter referred to as the Tribe, is an unincorporated Band acting under a revised Constitution and By-Laws approved by the Secretary of the Interior on June 16th, 1959 and amendments thereto approved; and

WHEREAS,   Article IX (a) Section 1 of the Turtle Mountain Constitution and By-Laws empowers the Tribal Council with the authority to represent the Band and to negotiate with Federal, State, and Local Governments and with private persons; and

WHEREAS,   Article IX (a) Section 1 of the Turtle Mountain Constitution and Bylaws requires a 30-day comment period prior to the adoption of any ordinances or amendments to the Tribal Code, whether proposed by resolution or otherwise. Adoption must occur through a roll call vote of the Tribal Council at a publicly held meeting; and

WHEREAS,   the Tribe proposes amendments to Title 25, Section 25.0213 (Gaming Code) striking number 8c which states: "Play in tournaments when the casino contributes to the prize money"; now

THEREFORE BE IT RESOLVED that the Tribe is approving a 30-day public comment period for proposed amendments to Title 25, Section 25.0213 striking number 8c which states: "Play in tournaments when the casino contributes to the prize money" of the Tribal Gaming Code.

CERTIFICATION

I, the undersigned Tribal Secretary of the Turtle Mountain Band of Chippewa Indians, do hereby certify that the Tribal Council is composed of *nine (9) members* of whom *nine (9)* constituting a quorum were present at a meeting duly called, convened and held on the *21st day of March, 2023* that the foregoing resolution was adopted by an affirmative vote of *eight (8) in favor* – Representatives Craig Lunday, Chad Counts, Elmer Davis Jr., Blaine "Slugger" Davis, Lynn Gourneau, Ron Trottier Sr., Jon Jon Keplin and Kenneth Malaterre; none (0) opposed; none (0) absent; with the Tribal Chairman not voting.

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Jolean A. Morin, Tribal Secretary
3/28/23

(✓) SIGNED INTO LAW/Dated this 28 day of _March_____, 2023
(   ) VETOED/Dated this_____day of _____, 2023

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Jamie Azure, Tribal Chairman

25.0213   Limitations on Licensee

1. Licensees may not participate in contracts with the facility in which he or she is licensed for employment;

2. Licensees may not engage in banked gaming in the facility in which he or she is licensed in.

3. Restricted Employees: The gaming departments listed below have restrictions on employee gambling as described:
   a. Table games: Manager and Assistant Manager are not allowed to play Table Games.
   b. Poker: Manager and Assistant Manager of the Poker Department are not allowed to play Poker.
   c. Slot machines: Slot Department employees, with the exception of Slot Attendants, are not allowed to play slot machines.
   d. Simulcast: Simulcast employees are not allowed to participate in any type of betting in this area.
   e. Bingo: Bingo employees, including Snack Shack employees are not allowed to play Bingo.
   f. Pulltabs: No Pulltab employee and no Main Bank employee is allowed to play Pull Tabs sold within the Casino.

4. The support departments listed below have restrictions on employee gambling as described:
   a. Drop Department: Drop department employees are not allowed to play slot machines:
   b. Accounting Department: The following restrictions apply in the Accounting Department.
      1.) Slot Auditor and Assistant Slot Auditor are not allowed to play slot machines.
      2.) Table Games/Poker Auditor are not allowed to play Table Games or Poker.
      3.) Simulcast Auditor is not allowed to play/bet in Simulcast.
      4.) Bingo Auditor is not allowed to play Bingo.

5. Employee Gambling Policy. The following is the policy of the Turtle Mountain Chippewa Casino authorizing employees to play games of chance.
   a. Purpose. The purpose of this Section is to set forth Employee Gambling Policies that uphold the integrity of the gaming operation. Employee gambling is defined as playing slot machines, table games (including poker, simulcast, and bingo and any other gaming activity that may be added in the future.
   b. Three Factors: In general, there are three factors when considering prohibition, restriction, and allowance of employee gambling. All three factors are indicators that gambling by these employees should be prohibited or restricted because of the appearance of impropriety if these employees win jackpots and/or promotional prizes:
      1.) Management level of the individual concerned.
      2.) Possession or access to proprietary and insider knowledge of slot machine percentages or detailed knowledge of any other gaming activity (such as gaming department managers) or employees who design and conduct promotions.
         (Note: Employees with proprietary and inside

knowledge of gaming activities are required and expected to communicate this information on a need-to-know basis only.)

3.) Regulatory and compliance employees (whether tribal or gaming operation.)

6. Prohibited Employees: The employees listed below are prohibited from Gambling in the Sky Dancer Casino:
   a. General Manager
   b. Assistant General Manager
   c. Comptroller
   d. Comptroller Assistant (General Ledger Accountant)
   e. Marketing Director
   f. Player Development Personnel
   g. MIS employees
   h. Surveillance employees
   i. Casino Compliance Officer

7. TGRA employees General rules on Employee Gambling.

8. Employees shall not:
   a. Participate in any promotion;
   b. Play progressive slot machines that Sky Dancer contributes to;
   c. ~~Play in tournaments when the casino contributes to the prize money; and~~
   d. Possess a Players Club card.

9. Employees will be allowed to gamble before or after their scheduled shift; however, no employee will be allowed to gamble while in uniform or to wear a jacket that covers the uniform.

10. This policy has flexibility in its design. In evaluating whether a new position should be prohibited or restricted from gambling, the Three Factors section shall give guidance on this issue.