



August 22, 2013

By First Class Mail

Venus Prince, Esq.  
Attorney General  
Poarch Band of Creek Indians  
5811 Jack Springs Road  
Atmore, AL 36502

Re: *Poarch Band of Creek Indians*  
Tribal Council Ordinance Amending Title 20 (Gaming), TCO 2013-07

Dear Ms. Prince:

This letter responds to your request on behalf of the Poarch Band of Creek Indians (Tribe) for the National Indian Gaming Commission (NIGC) Chairwoman to review and approve the Tribe's amendments to the Tribe's gaming ordinance.

The amendments were passed on July 18, 2013 by the Tribal Council and signed into law by Chairman Buford Rolin. The amendments revise the ordinance to amend Section 20-4-5(a)(5) to allow persons under the age of 18 to work in the Wind Creek Entertainment Center and in other non-gaming positions at the Tribe's casinos with prior approval of the gaming commission. The ordinance was also amended to be consistent with the Tribe's Tort Claims Act and to comply with NIGC regulations, including updates to 25 C.F.R. Parts 556 and 558.

Thank you for bringing the amendments to our attention and for providing us with a copy. The amendments are approved as they are consistent with the requirements of the Indian Gaming Regulatory Act and the NIGC's regulations. If you have any questions, please feel free to contact Staff Attorney Sarah Walters at 202-632-7003.

Sincerely,

A handwritten signature in blue ink, appearing to read "L Stevens".

Tracie L. Stevens  
Chairwoman



*Poarch Creek Indians*  
*Tribal Council Ordinance*

TCO 2013-07

**ORDINANCE TO AMEND TITLE 20 (GAMING)**

**WHEREAS,** the Poarch Band of Creek Indians is a federally recognized Tribe organized pursuant to 25 C.F.R. 83;

**WHEREAS,** the Constitution of the Poarch Band of Creek Indians authorizes its Tribal Council to enact, amend or repeal an ordinance;

**WHEREAS,** on July 26, 1993, TCO 93:001 enacted Title 20 (Gaming) and later it was amended by TCO 2010:002 on May 20, 2010 in its entirety;

**WHEREAS,** the Tribal Council wishes to revise the Title to amend Section 20-4-5(a)(5), which prohibits individuals under the age of eighteen (18) years from working in any Gaming Establishment;

**WHEREAS,** the Tribal Council desires to allow persons under eighteen years of age to work in the new Wind Creek Entertainment Center and in other non-gaming positions at the Tribe's Casinos with prior approval of the Gaming Commission;

**WHEREAS,** applicable sections of the Gaming Title also need to be revised to be consistent with the Tort Claims Act, which was amended by TCO 2012-023 on February 2, 2012, and allowed claims to be filed in Tribal Court;

**WHEREAS,** further amendments to the Title were to comply with the National Indian Gaming Commission's rules and regulations; and

**WHEREAS,** in accordance with § 2-3-1(b) of Title 2 (Legislative), this ordinance was introduced by Tribal Council motion at the regularly scheduled official meeting June 20, 2013.

**NOW THEREFORE BE IT ORDAINED** that the Tribal Council amends Title 20 (Gaming) of the Tribal Code to add Sections 20-1-13 through 20-1-15; 20-2-6; 20-10-2; and 20-10-7; delete Sections 20-1-14; 20-3-1 through 20-3-6; 20-6-6; and 20-7-6(g); revise 20-7-6(d) including the new formatting and renumbering of Title 20 to incorporate changes in revised form shown below:

# TITLE 20 GAMING

## TABLE OF CONTENTS

### CHAPTER I      GENERAL PROVISIONS

Section		Page
20-1-1	Title	3
20-1-2	Purpose	3
20-1-3	Definitions	3
20-1-4	Gaming Authorized	8
20-1-5	Location of Gaming	8
20-1-6	Ownership of Gaming	8
20-1-7	Use of Gaming Revenue	8
20-1-8	Environment Public Health and Safety	9
20-1-9	Consent to Jurisdiction	9
20-1-10	Applicable Law	9
20-1-11	Service of Process	9
20-1-12	Amendment	9
20-1-13	Sovereign Immunity	9
20-1-14	Severability	10
20-1-15	Prior Inconsistent Law	10
20-1-16	Savings Provision	10
20-1-17	Effective Date	10

### CHAPTER II      ORGANIZATION AND PERSONNEL

Section		Page
20-2-1	Commission Established	10
20-2-2	Independence	10
20-2-3	Board of Commissioners	10
20-2-4	Licensing of Commissioners	13
20-2-5	Removal of Commissioners	13
20-2-6	Powers and Duties of the Commission	14
20-2-7	Rules and Regulations	17
20-2-8	Tribal Gaming Commission Administrator	18
20-2-9	Gaming Commission Staff Qualifications	18
20-2-10	Commissioners Prohibited from Participating in Tribal Gaming	19
20-2-11	Penalty for Divulging Certain Information	19
20-2-12	Reports	19

### CHAPTER III      RULES AND REQUIREMENTS

Section		Page
20-3-1	Records and Reports for Gaming Establishments and Operations	20
20-3-2	Audit of Gaming Establishments and Gaming Operations	21
20-3-3	Reporting Criminal Activity	21
20-3-4	Gaming Machine Fee	21
20-3-5	Prohibited Actions Enumerated	21

### CHAPTER IV      MANAGEMENT CONTRACTS

Section		Page
20-4-1	Management Contracts Subject to NIGC Approval	23

### CHAPTER V      GENERAL LICENSE REQUIREMENTS AND RESTRICTIONS

Section		Page
20-5-1	Requirement of a License	25
20-5-2	Privilege; Conditions	25
20-5-3	Licenses not Assignable or Transferable	26
20-5-4	License Fees	26
20-5-5	Credits or Refunds	26
20-5-6	Retention of Licensing Records	27

### CHAPTER VI      GAMING LICENSES FOR EMPLOYEES



Section		Page
20-6-1	Standard for Issuing a Gaming License	27
20-6-2	Application for Gaming License	28
20-6-3	Previous Applications Submitted Without Notices	30
20-6-4	Withdrawal of Gaming License Application	30
20-6-5	Financial Disclosures	30
20-6-6	Licensing Procedure	30
20-6-7	Displaying Gaming License	33

## **CHAPTER VII FACILITY LICENSES**

Section		Page
20-7-1	Standard for Issuing a Facility License	34
20-7-2	Application for a Facility License	34
20-7-3	Notification of a New Facility	35
20-7-4	Displaying Facility License	35

## **CHAPTER VIII VENDOR LICENSES**

Section		Page
20-8-1	Standard for Vendor Licensing	35
20-8-2	Vendor Applications	35
20-8-3	Withdrawal of Application by Vendor	36
20-8-4	Background Investigations	36
20-8-5	Displaying License	36

## **CHAPTER IX COMPACT OR SECRETARIAL PROCEDURES**

Section		Page
20-9-1	Compact with the State of Alabama or Secretarial Procedures	37
20-9-2	Assessments	37
20-9-3	Regulation of the Commission	37

## **CHAPTER X ENFORCEMENT**

Section		Page
20-10-1	Civil Violations	38
20-10-2	Civil Sanctions and Penalties	38
20-10-3	Hearings and Appeals	39
20-10-4	Enforcement Actions in Tribal Court	39
20-10-5	Ex Parte Communications	40
20-10-6	Comity and Concurrent Jurisdiction	40

# **TITLE 20 GAMING CODE**

## **CHAPTER I GENERAL PROVISIONS**

### **§ 20-1-1 Title**

This Section of the Poarch Band of Creek Indians Tribal Code shall be known as the "Gaming Title."

### **§ 20-1-2 Purpose**

The purpose of this Title is to govern and regulate the operation, conduct, and playing of all forms of gaming on the Tribe's Indian lands.

### **§ 20-1-3 Definitions**

Unless a different meaning is clearly indicated in this Gaming Title, the terms used herein shall have the same meaning as defined in the Indian Gaming Regulatory Act ("IGRA"), 25 U.S.C. § 2701 et seq., and regulations of the National Indian Gaming Commission ("NIGC"), 25 C.F.R. § 500 et seq.:

- (a) "Class II Gaming" means class II gaming as defined by IGRA and regulations of the NIGC.
- (b) "Class III Gaming" means class III gaming as defined by IGRA and regulations of the NIGC.
- (c) "Commission" means the Poarch Band of Creek Indians Tribal Gaming Commission, the entity established by the Tribal Council by this Title in order to regulate the operation, conduct and playing of all forms of gaming on the Tribe's Indian Lands.
- (d) "Commission Personal Property" means all the personal property, including without limitation cash on hand, revenues, income, inventory, equipment, supplies, accounts, contract rights, leases, allotment rights, and severed buildings, fixtures, or improvements owned by or transferred to the possession, use and management of the Commission.
- (e) "Commission Real Property" means any interest or rights in real property which management control, but not ownership, has been transferred by the Tribe to the Commission.
- (f) "Commissioner" means an individual member of the Poarch Band of Creek Indians Tribal Gaming Commission.
- (g) "Compact" means any agreement between a tribe and a State of Alabama about Class III gaming under 25 USC 2710(d).
- (h) "Gaming Activities" means any form of Class II or Class III gaming, whether authorized or unauthorized.
- (i) "Gaming Board" means the PCI Gaming Authority Board of Directors and/or any other board that may be established to oversee the management and non-regulatory aspects of a Gaming Establishment or Operation.
- (j) "Gaming Device" means any mechanical, electromechanical, electronic, or video machine or device, or component thereof, that, for consideration, assists or allows a player to play a game of chance. The term shall be broadly construed to promote the purposes of this Title and shall include any such machine or device whether the game played is a Class II or a Class III game.
- (k) "Gaming Establishment" means any building, room or structure in which any Gaming Activity is conducted, including any fills and credits and any area where any currency or coin related to or generated from any Gaming Activity is stored or counted.
- (l) "Gaming Operation" means a business entity owned by the Tribe for the conduct of any Gaming Activity in any Gaming Establishment on Indian Lands.
- (m) "Gaming-Related Services" means any goods, services or concessions provided or used in connection with Gaming Activities, whether exclusively or otherwise, including but not limited to, equipment, gaming devices and components thereof, equipment ancillary to gaming devices, implements of gaming activities such as playing cards and dice, furniture designed primarily for use with gaming activities, surveillance or security equipment, and consulting services. "Gaming-related services" does not include professional legal or accounting services.
- (n) "Gaming Vendor" means any Person providing Gaming-Related Services to the Gaming Operation, management contractor, or a Gaming Establishment, as determined by the Commission.
- (o) "IGRA" means the Indian Gaming Regulatory Act of October 17, 1988, Public Law 100-497, 102 Stat. 2467, codified in 25 U.S.C. § 2701 et seq.

- (p) "Immediate Family Member" means spouse (including common law relationship), parent, child, sibling, grandparent, and/or grandchild. These relationships are determined by consanguinity, affinity, adoption, foster care, or legal ward ship.
- (q) "Indian Lands" means Indian lands as defined by IGRA and regulations of the NIGC.
- (r) "Key Employee" means:
  - (1) A person who performs one or more of the following functions: bingo caller, counting room supervisor, chief of security, custodian of gaming supplies or cash, floor manager, pit boss, dealer, croupier, approver of credit, or custodian of gambling devices including persons with access to cash and accounting records within such devices;
  - (2) If not otherwise included, any other person whose total cash compensation is in excess of \$50,000 per year;
  - (3) If not otherwise included, the four most highly compensated persons in the Gaming Operation; or
  - (4) Any other person designated by the Commission or Gaming Board as a key employee.
- (s) "Management Contract" means any contract, subcontract, or collateral agreement between the Tribe and a contractor or between a contractor and a subcontractor if such contract or agreement provides for the management of all or part of a Gaming Operation.
- (t) "Management Contractor" means the Person designated by the Management Contract as having management responsibility for the Gaming Operation, or a portion thereof.
- (u) "Minor Traffic Violation" means any violation of law governing the operation of a motor vehicle, if the violation does not result in a fine of more than \$1,000.00, property damage in excess of \$1,000, or personal injury to any natural person involved.
- (v) "NIGC" means the National Indian Gaming Commission.
- (w) "Net Revenue" means gross gaming revenues of the Gaming Operation less:
  - (1) Amounts paid out as, or paid for, prizes; and
  - (2) Total gaming-related operating expenses, including all those expenses of the Gaming Operation commonly known as operating expenses and non-operating expenses consistent with professional accounting pronouncements, excluding management fees.
- (x) "Non-gaming Vendor" means any Person providing any goods and/or services (other than Gaming-Related Services) to the Gaming Operation, Management Contractor or any Gaming Establishment, but excluding any professional legal or accounting services.
- (y) "Person" means any natural person or entity, including but not limited to any partnership, corporation, trust or other legal entity.
- (z) "Principal" means an officer, director, partner, or owner of 10% interest or more in a Gaming Vendor or Non-gaming Vendor.



- (aa) "Primary Management Official" means:
- (1) The Person having management responsibility for a Management Contract;
  - (2) Any Person who has authority:
    - (i) To hire or fire Key Employees; or
    - (ii) To set up working policy for the Gaming Operation;
  - (3) The chief financial officer or other Person who has financial management responsibility;
  - (4) The Gaming Board established to oversee the management and non-regulatory aspects of a Gaming Establishment or Operation; and
  - (5) Any other Person designated by the Commission as a Primary Management Official.
- (bb) "Secretarial Procedures" means Class III Gaming procedures issued by the Secretary of the Interior.
- (cc) "Subject Commission Property" means the Commission Real Property, the Commission Personal Property, and such additional assets as are transferred to or acquired by the Commission.
- (dd) "Tribe" means the Poarch Band of Creek Indians.
- (ee) "Tribal Council" means the nine-member body of the Poarch Band of Creek Indians elected by the General Council.

**§ 20-1-4 Gaming Authorized**

- (a) Class II and Class III Gaming are hereby authorized to be conducted on the Tribe's Indian Lands; provided, however, that such gaming must be conducted in accordance with the provisions of this Title and any other applicable laws or regulations.
- (b) No Person shall engage in, conduct or condone any Gaming Activities that are not conducted in accordance with this Title and any other applicable laws or regulations. Any Person who engages in, conducts or aids with any act of unauthorized gaming on the Tribe's Indian Lands shall be guilty of a class B misdemeanor and shall be prosecuted in any court of competent jurisdiction.

**§ 20-1-5 Location of Gaming**

- (a) The Commission shall ensure that all Gaming Activities are conducted on Indian Lands.
- (b) The Commission shall ensure that all Gaming Activities conducted on Indian Lands are authorized under tribal and federal law.

**§ 20-1-6 Ownership of Gaming**

The Tribe shall have the sole proprietary interest in and responsibility for the conduct of any Gaming Operation and Gaming Activities authorized by this Title.

**§ 20-1-7 Use of Gaming Revenue**

- (a) Net Revenues from any Tribal Gaming Activities shall be used only for the following purposes:

- (1) To fund tribal government operations and programs;
- (2) To provide for the general welfare of the Tribe and its members;
- (3) To promote tribal economic development;
- (4) To donate to charitable organizations; or
- (5) To help fund operations of local government agencies.

- (b) If the Tribe elects to make per capita payments from the Net Revenues, the Tribe shall authorize such payments only in accordance with the Tribe's Revenue Allocation Ordinance as approved by the Secretary of the Interior.

**§ 20-1-8 Environment Public Health and Safety**

The construction, maintenance and operation of any Gaming Establishment shall be in a manner that adequately protects the environment, public health and safety, and shall comply with all applicable laws relating to environmental protection and public health and safety including, but not limited to, 25 C.F.R. § 580.

**§ 20-1-9 Consent to Jurisdiction**

Any Person who applies for a license under this Title, applies for employment in any Gaming Establishment or Gaming Operation, enters into any contract or agreement related to gaming, or participates in any Gaming Activities on Indian Lands shall be deemed to consent to the civil jurisdiction of the Tribe and the Commission. Nothing in this section shall limit the jurisdiction of the Tribe or the Commission under any circumstances.

**§ 20-1-10 Applicable Law**

All controversies arising under this Title or otherwise relating to gaming on Indian Lands shall be resolved in accordance with the laws of the Tribe.

**§ 20-1-11 Service of Process**

The Attorney General of the Tribe shall be the designated agent for service of process for the Poarch Band of Creek Indians and the Gaming Commission. The NIGC shall be informed of any change in these designations within ten (10) days of such change.

**§ 20-1-12 Amendment**

Any amendment to this Title shall be submitted to the NIGC for approval within fifteen (15) days after adoption.

**§ 20-1-13 Sovereign Immunity**

Nothing contained in this Code is intended to nor does it in any way limit, alter, restrict, or waive the Tribe's sovereign immunity.

**§ 20-1-14 Severability**

If any clause, sentence, paragraph, section, or part of this Code shall, for any reason be adjudicated by any court of competent jurisdiction, to be invalid or unconstitutional, such judgment shall not affect, impair, or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph, section, or part thereof directly involved in the controversy in which the judgment shall have been rendered.

**§ 20-1-15 Prior Inconsistent Law**



Upon the effective date of this Code, any prior, inconsistent resolutions, policies, ordinances and/or procedures of the tribal government and tribal enterprises are hereby superseded and/or amended to comply with this Code

**§ 20-1-16 Savings Provision**

If any provision of this Title or the application thereof to any Person or circumstance is held invalid, the invalidity shall not effect other provisions or application of the Title that can be given effect without the invalid provision or application, and to this end, the provisions of this Title are severable.

**§ 20-1-17 Effective Date**

This Title and all subsequent amendments shall become effective on the date such amendments are approved by the NIGC.

**CHAPTER II  
ORGANIZATION AND PERSONNEL**

**§ 20-2-1 Commission Established**

The Tribal Council hereby establishes the Poarch Band of Creek Indians Tribal Gaming Commission ("Commission") in order to regulate the operation, conduct, and playing of Gaming Activities on the Tribe's Indian Lands. Furthermore, the Tribal Council hereby delegates the authority to manage and oversee the Subject Commission Property to the Commission on behalf of the Tribe and within the limitations set forth in the Tribal Constitution and this Title. The Commission shall assume control and custody over the Subject Commission Property as it exists on the date that this Title becomes effective.

**§ 20-2-2 Independence**

The Commission shall be and act independently and autonomously from the Tribal Council in all matters within its purview.

**§ 20-2-3 Board of Commissioners**

(a) Eligibility of Commissioners

- (1) A Commissioner shall be a natural person of at least eighteen (18) years of age.
- (2) A majority of the Commissioners shall be enrolled members of the Poarch Band of Creek Indians.
- (3) A Commissioner must be eligible to be licensed as a Key Employee and Primary Management Official in accordance with §20-6-1.
- (4) Commissioners must complete a background investigation which shall confirm that the Commissioners are persons of good character, honesty, and integrity, and persons whose prior and current activities, criminal record, reputation, habits, and associations (both business and personal) do not pose a threat to the public interest of the Tribe or to the effective regulation and control of gaming, or create or enhance the dangers of unsuitable, unfair, or illegal practices, methods, and activities in the conduct of gaming or carrying on of the business and financial arrangements incidental to the conduct of gaming.
- (5) A Commissioner must annually obtain a gaming license in accordance with the procedure in §20-2-4.
- (6) No person shall serve on the Commission if such:

- (i) Person is an employee of the Commission, member of the Gaming Board, a tribal judge or justice, or an employee of any Gaming Establishment or the Gaming Operation;
- (ii) Person is an Immediate Family Member of or living with any Tribal Council member or Gaming Board member;
- (iii) Person has a direct or indirect financial interest in a Management Contract, other than his or her share of any per capita payment that the Tribe may make;
- (iv) Person is a Gaming Vendor or Non-gaming Vendor or has a direct or indirect financial interest in a Gaming Vendor's or Non-gaming Vendor's contract with any Gaming Establishment or the Gaming Operation;
- (v) Person has a direct or indirect financial interest in any Gaming Establishment or the Gaming Operation, other than his or her share of any per capita payment or any stipend or compensation paid for service to the Board of Commissioners; or
- (vi) Person has been convicted of a felony, embezzlement, theft, robbery, receiving stolen property, fraud, fraudulent use of a credit card, forgery, possession of a forged instrument, bribery, counterfeiting, or falsification or destruction of records.

(b) Number, Tenure and Nomination of the Commissioners

The number of Commissioners which shall constitute the whole Board of Commissioners shall be five (5). The Tribal Council shall designate annually one Tribal Council member as its representative Commissioner on the Board of Commissioners; the designated Tribal Council representative commissioner shall serve a term of one (1) year. All other Commissioners shall be elected by the Tribal Council and shall initially have staggered four (4) year terms. Commissioners may serve more than one term and may serve consecutive terms. Each Commissioner shall hold office until such Commissioner's successor is selected and qualified.

(c) Vacancies

Any vacancy occurring in the Board of Commissioners due to the removal or resignation of a Commissioner shall be filled by the Tribal Council following the advertisement of the position for at least thirty (30) days, and the Commissioner shall hold office for the same term as the Commissioner that he or she is replacing (unless removed earlier in accordance with this Title). If the vacancy is left by a Commissioner who was the designated Tribal Council member, then such vacancy must be filled with a new Tribal Council member.

(d) Function of the Commission

The business and affairs of the Commission shall be managed by its Board of Commissioners, subject to any limitations set forth in the Tribal Constitution, this Title, or the Commission bylaws. The Board of Commissioners will determine the manner in which it will exercise authority and responsibility for the management of the Commission and the extent to which such powers will be delegated to committees of the Board of Commissioners. The Board of Commissioners generally shall be responsible for establishing overall policies and objectives for the oversight of the affairs and assets of the Commission, for planning and delegating responsibility, and for periodically reviewing and evaluating results.

(e) Compensation

The Tribal Council shall set the amount and manner of compensation for performance of the Commissioner's duties in accordance with the established policies and procedures of the Tribe.



**§ 20-2-4      Licensing of Commissioners**

(a)    Application

Once appointed by the Tribal Council to the Commission, an individual must submit an application containing the same information as set forth in §20-6-2 to the Police Chief.

(b)    Background Investigation

Using the procedures for a background investigation performed on Key Employees, as provided for in §20-6-6, the Public Safety Department shall complete a background investigation on all individuals appointed to the Commission.

(c)    Recommendation to the Tribal Council

Upon completion of the background investigation, the Police Chief, or his designee, shall review the background investigation, determine whether the appointed individual meets the eligibility requirements for Commissioners set forth in §20-2-3(a), and recommend that the Tribal Council approve or deny the license. This recommendation shall be made no later than 30 days from the date the application was submitted.

(d)    Tribal Council Approval

If an appointed individual meets the eligibility requirements for Commissioners set forth in §20-2-3(a), the Tribal Council shall issue the individual a Commissioner's license, and individual shall take his/her position on the Commission.

**§ 20-2-5      Removal of Commissioners**

(a)    Commissioners may be removed from office by the Tribal Council prior to the expiration of their respective terms only for:

- (1)    Neglect of duty, misconduct, malfeasance, or other acts that would render a Commissioner unqualified for his or her position;
- (2)    Failure at any time to meet the license requirements under this Title; or
- (3)    Violation of this Title and any other applicable laws or regulations.

(b)    The Commissioner shall be afforded the opportunity to present written and oral testimony and other evidence to the Tribal Council before it renders a decision on the Commissioner's removal.

(c)    A Commissioner shall not be removed unless the Tribal Council determines that there is clear and convincing evidence of the misconduct or violation.

(d)    The Tribal Council shall make a final decision on removal within ten (10) calendar days from the date of the hearing. The Tribal Council's decision shall be in writing and shall set forth specific findings on each alleged act of misconduct or each alleged violation. The written decision shall be sent to the Commissioner and to the National Indian Gaming Commission.

(e)    A vote of the Tribal Council on the validity of the removal shall be final and not subject to further appeal.

**§ 20-2-6      Powers and Duties of the Commission**

The Commission shall have the authority and responsibility to:

- (a) Enforce and administer all provisions of this Title;
- (b) Ensure that any Person involved with the conduct of Gaming Activities on Indian land is a Person of good character, honesty, and integrity and whose prior activities, criminal record, if any, and reputation, habits and associations (both business and personal) do not pose a threat to the public interest or to the effective regulation of gaming, or create or enhance the dangers of unsuitable, unfair, or illegal practices, methods, and activities in the conduct of Gaming Activities or the business and financial arrangements incidental to the conduct of any Gaming Establishment or the Gaming Operation;
- (c) Deny, issue, renew, revoke, restrict, suspend, or condition licenses and establish the term for all licenses for all Key Employees, Primary Management Officials, Gaming Establishments, Gaming Vendors, Non-gaming Vendors, and all employees of any Gaming Establishment and Gaming Operation;
- (d) Adopt or promulgate by rule a schedule of fees and charges for services licensing;
- (e) Fingerprint any applicants for licenses as required by this Title, except for the fingerprinting of the Commissioners;
- (f) Conduct or cause to be conducted any background investigation required by this Title;
- (g) Require the bonding of Management Contractors, Primary Management Officials, Key Employees, or other employees as deemed necessary;
- (h) Investigate any suspicion of corruption, theft, or fund misappropriation or any violation of this Title or any other applicable laws or regulations;
- (i) Report any criminal activity discovered to the appropriate law enforcement agency and coordinate investigations and prosecutions with that agency;
- (j) Assess, collect, and maintain a correct and full accounting of any fees, penalties, expenses, or interest as provided for in this Title and deposit the same into an account to the credit of the Commission;
- (k) Review or cause to be reviewed all financial data, records, and accounts of any Gaming Establishment and the Gaming Operation and inspect any Gaming Establishment as the Commission deems necessary;
- (l) Audit or cause to be audited the expenditures, receipts and reports of any Gaming Establishment and the Gaming Operation as the Commission deems necessary and any gaming employee when reasonable suspicion of theft or corruption exists;
- (m) Require at its discretion any Gaming Establishment or Gaming Operation to allow a Person of the Commission's choosing in any room of any Gaming Establishment or Gaming Operation who shall have a full opportunity to monitor operations at all times the Gaming Establishment or Gaming Operation is in operation;
- (n) Certify that all Gaming Devices purchased, leased or otherwise acquired by any Gaming Establishment or Gaming Operation meet the technical equipment standards set forth by the Commission or NIGC;
- (o) Provide or cause to be provided such information as may be required by this Title to the NIGC;
- (p) Enforce all provisions of and audit compliance with any document or agreement entered into by the Tribe, any Gaming Establishment, or a Gaming Operation relating to any Gaming Activities;



- (q) Investigate and resolve all patron disputes not governed by §29 of the Tribal Code (Tort Claims Act) in accordance with the procedures adopted by the Commission;
- (r) Institute such legal proceedings in the name of the Tribe or the Commission in Tribal Court or any other court as it deems necessary for the enforcement of this Title;
- (s) Conduct hearings as provided for within this Title or tribal law;
- (t) Administer oaths and issue subpoenas to compel attendance of witnesses or to produce any documents relevant to the matter before the Commission;
- (u) Prescribe, promulgate, and enforce written rules and regulations not inconsistent with this Title;
- (v) Maintain the following records and information at the principal office for the Commission:
  - (1) Applications, financial statements, fingerprints, contracts, licenses, suspension and cancellation notices, and all correspondence related to all applicants for licenses issued by the Commission;
  - (2) Meeting minutes from all Commission meetings;
  - (3) Compact or Secretarial Procedures;
  - (4) Reports and documentation relating patron disputes or other issues that affect the integrity of the Gaming Establishments and Operations;
  - (5) Tribal Council communications and correspondences;
  - (6) A list of certified Gaming Devices located at any Gaming Establishment whether or not such Gaming Devices are in operation; and
  - (7) Any other records or documents the Commission deems necessary or appropriate.
- (w) To waive sovereign immunity against suit, to sue and be sued, to complain and defend in its name, to waive exhaustion of tribal remedies, to accept service of process, to consent to jurisdiction of courts, to forego tribal court jurisdiction, and to consent to arbitration or mediation, but in each case only on behalf of itself and only with respect to a contract, claim, or obligation entered into or assumed by the Commission and only up to the contract amount;
- (x) Adopt and amend bylaws, policies, and procedures as are reasonable and necessary, but not inconsistent with this Title and any other applicable laws or regulations, to effectuate the purposes of this Title;
- (y) Cause the following to be achieved for the Commission:
  - (1) A written accounting system, approved by an independent certified public accounting firm, shall be established;
  - (2) An inventory of property shall be taken as of the last day of business of each fiscal year of the Commission;
  - (3) An annual financial statement of the operations of the Commission shall be prepared and provided to the Tribal Council;
  - (4) Monthly financial statements shall be prepared and provided to the Tribal Council;



- (5) A proposed budget, which shall constitute a plan of operation, shall be prepared prior to the beginning of each fiscal year and shall be submitted to the Tribal Council for approval; and
- (6) General policies, which shall include, among other appropriate matters, a statement of purpose, a statement of policy, a statement of administrative policies, and a statement of personnel policies, shall be adopted.
- (z) Enter into agreements, contracts, or similar documents with any governmental agency or with any Person within the limitations established by this Title;
- (aa) Purchase, receive, lease, or otherwise acquire, and own, hold, improve, use, and otherwise deal with Commission Personal Property, or any legal or equitable interest in this property, wherever located;
- (bb) Sell, convey, mortgage, pledge, lease, exchange and otherwise dispose of all or any part of the Subject Commission Property; provided, however, that, with respect to Commission Real Property, the Commission shall obtain the prior written approval of the Tribal Council;
- (cc) Incur liabilities, borrow money and issue temporary or long-term evidence of indebtedness, secured by the Commission Personal Property; provided, however, that with respect to indebtedness in an aggregate principal amount in excess of \$500,000.00, the Commission shall obtain the prior written approval of the Tribal Council;
- (dd) Lend money, invest and reinvest its funds, and receive and hold real and personal property as security for repayment;
- (ee) Hire employees and agents, and define their compensation;
- (ff) Establish committees as deemed necessary;
- (gg) Transact any lawful business that will aid the Commission and perform any other act not inconsistent with the law that furthers the business and affairs of the Commission; and
- (hh) Take such other actions and issue such orders as the Commission may deem necessary and proper to fully perform its duties and responsibilities under this Title.

#### **§ 20-2-7 Rules and Regulations**

- (a) Any rules or regulations the Commission deems necessary to administer this Title shall be promulgated only upon thirty (30) days notice of the proposed rulemaking action, which shall be provided to the Tribal Council and posted at the tribal offices.
- (b) The notice shall specify the purpose of the proposed regulation, the draft language of the proposed regulation, and the factors the Commission has considered in its determination to enact the proposed regulation, and the address at which the Commission shall receive comments.
- (c) During the notice period the Commission shall receive comments regarding the proposed regulation at the designated mailing address.
- (d) The comments received by the Commission shall be considered by the Commission at a meeting open to all interested persons, and the Commission shall make a final determination regarding the need for the proposed regulation on the basis of all the information available to the Commission. Any final determination of the Commission shall be recorded in writing.

**§ 20-2-8 Tribal Gaming Commission Administrator**

- (a) The day-to-day activities of the Commission shall be under the direction of the Tribal Gaming Commission Administrator.
- (b) The Board of Commissioners shall select and set the compensation for the Commission's Administrator. However, after the effective date of this Title, no employment contract and no modifications or amendments to any employment contract for the Administrator shall be binding upon the Commission or Tribe unless and until it is approved by the Tribal Council.
- (c) The Administrator must be licensed annually. The procedure used for licensing of the Administrator shall be the same procedure used for the Commissioners and outlined in §20-2-4, except that the Administrator's eligibility for a gaming license shall be determined using the eligibility standards for Key Employee and Primary Management Official as set forth in §20-6-1.

**§ 20-2-9 Gaming Commission Staff Qualifications**

- (a) No member of the Commission staff may be directly or indirectly employed by any Gaming Establishment or the Gaming Operation.
- (b) Commission staff must be licensed annually. The procedure used for licensing Commission staff shall be the same procedure used for the Commissioners and outlined in §20-2-4, except that the Commission staff's eligibility for a gaming license shall be determined using the eligibility standards for Key Employee and Primary Management Official as set forth in §20-6-1.

**§ 20-2-10 Commissioners Prohibited from Participating in Tribal Gaming**

Neither a Commissioner nor a member of the Commission staff shall be permitted to participate in any Gaming Activities within any of the Tribe's Gaming Establishments except for any such participation engaged in solely for educational, instructional, or investigative purposes.

**§ 20-2-11 Penalty for Divulging Certain Information**

Any Commissioner or member of the Commission staff who divulges any fact or information coming to his or her knowledge not generally known by the public respecting any aspect of his or her duties as a Commissioner or member of the Commission staff, except insofar as he or she may be authorized by the Commission or a court of competent jurisdiction or a judge thereof, is guilty of a class C misdemeanor. Furthermore, the breach of confidentiality may result in a penalty ranging from censure, suspension, recommendation to the Tribal Council for removal from the Board of Commissioners for a Commissioner, and termination of employment for a member of the Commission's staff.

**§ 20-2-12 Reports**

- (a) The Commission shall submit written quarterly reports to the Council within thirty (30) days after the end of each quarter. Such reports shall contain the following information:
  - (1) A summary of the number and types of licenses issued, denied, suspended, or revoked during the previous quarter;
  - (2) A summary of any events of noncompliance, breach or violations of this Title or any other applicable laws or regulations; provided, however, that these reports are not the subject of or relating to a pending investigation being conducted by the Commission or a hearing before the Commission;
  - (3) A summary of the number and types patron disputes investigated by the Commission; and
  - (4) All other information which the Commission deems relevant in order to keep the Council informed and current on all gaming regulatory matters.
- (b) Nothing in this section shall authorize or permit the Commission to provide the Tribal Council with any information pertaining to a pending investigation being conducted by the Commission or hearing before the Commission. The Tribe shall comply with any obligation in a Compact, Secretarial Procedures, or IGRA to provide such reports to the NIGC.



**CHAPTER III  
RULES AND REQUIREMENTS**

**§ 20-3-1      Records and Reports for Gaming Establishments and Operations**

(a)      Cash Management and Internal Control System

All Gaming Establishments and Gaming Operations shall have a written cash management and internal control system adequate to safeguard all funds of the Gaming Establishment or Gaming Operation. Such cash management and internal control system shall include procedures relating to the handling of internal bankroll and cash receipts, deposits to the bank accounts of the establishment, disbursements from such bank accounts, and all other necessary accounting and auditing procedures relating thereto. If the cash management and internal control system is established and implemented by an Management Contractor, the Commission shall have the right to approve such system and shall, at any time once implemented, have the right to monitor this system whether directly or through an agent. This includes the right to inspect and examine all accounting records and books of accounting pertaining to the Gaming Establishment or Gaming Operation as well as all source documentation for these records.

(b)      Record Storage

All financial data, records, and accounts are the property of the Tribe and shall be kept on the premises of the Gaming Establishment or Gaming Operation. If off-premises storage is necessary, the Commission shall approve the location. The Commission shall have access, either directly or through an agent to the daily operations of the Gaming Establishment, and shall have the right to verify the daily gross revenues and income earned from all Gaming Activities. The Commission shall also have access to any other gaming-related information the Commission deems appropriate.

(c)      Copies

Upon request, the Commission shall be provided with copies of all documents, reports, or other related paperwork produced in the operation of any Gaming Establishment or Gaming Operation. Such items shall be furnished to the Commission no later than one (1) week after the request is made or no later than one (1) week after the items are produced. These items will include, but not be limited to, verifiable financial reports showing the revenues and expenses of the establishment, balance sheets, operation budgets and projections, tour/bus attendance and compensation, tax reports, and all items completed for the NIGC or any other governmental agency.

(d) Operational Procedures

All financial and accounting aspects of each Gaming Establishment and Gaming Operation shall be in compliance with the operational procedures of the particular establishment.

(e) Record Falsification

No Person shall falsify or cause to be falsified any books or records relating to any transaction connected with the conduct of Gaming Activities, any Gaming Establishment, or the Gaming Operation.

**§ 20-3-2 Audit of Gaming Establishments and Gaming Operations**

- (a) An independent audit, conducted by an outside independent accounting firm approved by the Commission, shall be performed at least annually on each Gaming Establishment and Gaming Operation.
- (b) All gaming related contracts that result in the purchase of supplies, services, or concessions for more than \$25,000 annually, except contracts for professional legal or accounting services, shall be specifically included within the scope of the audit described in subsection (a).
- (c) The results of the audit described in subsection (a) shall be submitted to the NIGC.

**§ 20-3-3 Reporting Criminal Activity**

All matters and occurrences which indicate that a criminal act may have occurred in or around any Gaming Establishment shall be reported to the appropriate law enforcement agency and the Commission.

**§ 20-3-4 Gaming Machine Fee**

A gaming machine fee in an amount established by the Tribal Council shall be paid to the Tribe. This fee shall be guaranteed and shall have priority over all expenses and other cash disbursements including the retirement of development and construction costs.

**§ 20-3-5 Prohibited Actions Enumerated**

- (a) In addition to those actions or omissions prohibited elsewhere within this Gaming Ordinance, the following actions or omissions are hereby prohibited:
  - (1) No Person shall provide, operate, or conduct any gaming activity in a Gaming Establishment within the exterior boundaries of Indian Land without a gaming license issued by the Tribal Gaming Commission as prescribed by this Gaming Ordinance;
  - (2) No Person shall provide false information in connection with any document or proceeding under this Gaming Ordinance;
  - (3) No Person shall fail to account fully for all monies received, collected, or paid in connection with Gaming Activities;
  - (4) No person under the age of eighteen (18) years shall be permitted to participate in Gaming Activities;
  - (5) No person under the age of eighteen (18) years shall be permitted to work in any Gaming Establishment without prior approval from the Tribal Gaming Commission.



- (6) No Person shall engage in cheating in any Gaming Activity or in any Gaming Establishment;
- (7) No Person, other than a law enforcement officer or security personnel, may enter or remain in a Gaming Establishment licensed under this Gaming Ordinance while in the possession of a firearm;
- (8) No Person shall violate any provision of this Gaming Ordinance or any order of the Tribal Gaming Commission;
- (9) Any Person who is in privity with a violator shall be deemed to be in violation of this Gaming Ordinance to the same extent as the violator, and shall be treated accordingly;
- (10) Any Primary Management Official is responsible to ensure that all Key Employees assisting in the operation of any Gaming Activity comply with this Gaming Ordinance;
- (11) No Person shall:
  - (i) Use bogus, counterfeit or substitute cards, or use any game cards that have been tampered with;
  - (ii) Employ or have on one's person any device to facilitate cheating in any Gaming Activity;
  - (iii) Use any fraudulent scheme or technique, including when an operator or player directly or indirectly solicits, provides, or receives inside information of the status of a game for the benefit of either person;
  - (iv) Cause, aid, abet, or conspire to violate any provision of this Gaming Ordinance or any rule adopted under this Gaming Ordinance; and
  - (v) Participate, either directly or indirectly, in any activity that would be considered cheating.
- (12) Alcoholic beverages shall not be possessed, sold, or offered for sale on the premises of any Gaming Establishment unless otherwise authorized by the Tribal Council; or
- (13) Except as permitted by the Commission, no Person shall possess, with the intent to use in connection with gaming, either individually, or in privity with others, any calculator, computer, or other electronic or mechanical device to assist in projecting the outcome or odds of such gaming, to keep track of or analyze cards, or to change probabilities of any game or the playing strategies regularly utilized in such Gaming.
- (b) The Commission shall have the authority to subject any Person committing an act or omission as prohibited here or elsewhere within this Gaming Ordinance to a penalty deemed appropriate by the Commission.

#### CHAPTER IV MANAGEMENT CONTRACTS

##### § 20-4-1 Management Contracts Subject to NIGC Approval

###### (a) Application

This section shall only apply to Management Contracts that are subject to NIGC approval under IGRA.



(b) Approval

No Management Contract, and no modifications, revision, or amendment thereto, shall be binding upon the Tribe unless and until it is approved by the Tribal Council and the NIGC.

(c) Required Provisions

Any Management Contract, including any modification, revision, or amendment thereto, shall satisfy the requirements of IGRA and any applicable NIGC regulations and shall also include the following:

- (1) *Compliance with Applicable Law Required.* Any management contract shall provide that all Gaming Activities covered thereunder shall be conducted in accordance with this Title and all other applicable laws, regulations, amendments, provisions, and conditions.
- (2) *Identification of Duties and Responsibilities.* Any management contract shall identify the duties and responsibilities of each party for each-function as set forth in IGRA and any NIGC regulations.
- (3) *Accounting.* Any Management Contract shall provide for the establishment and maintenance of appropriate accounting systems and procedures that shall, at a minimum, permit the preparation of financial statements in accordance with generally accepted accounting principles, are susceptible to audit, and that permit proper calculation of fees and expenses.
- (4) *Reports.* Any Management Contractor shall, at its own expense, be required to provide a monthly verifiable financial report to the Tribal Council, the Commission, and if required by IGRA, the Secretary of the Interior and/or NIGC.
- (5) *Access.* Any Management Contractor shall be required to allow immediate access to the Gaming Operation and Gaming Establishments, including books and records, to individuals designated by Tribal Council resolution, the Commission, the Secretary of the Interior, and/or NIGC, for purposes of verifying the daily gross revenues and income from any Gaming Activity and of verifying compliance with all applicable tribal, federal and state law.
- (6) *Guaranteed Minimum Payment.* Any Management Contract shall provide for a minimum guaranteed monthly payment to the Tribe in a sum certain that has preference over the retirement of any development and construction costs.
- (7) *Disputes.* Any Management Contract shall include a mechanism to resolve disputes between the Tribe and the Management Contractor.
- (8) *Assignments and Subcontracts.* Any Management Contract shall indicate that assignment of rights under a Management Contract and subcontracting are not permitted unless approved by the Tribal Council, the Commission, and the NIGC.
- (9) *Ownership Interest.* Any change in the ownership interest in the Management Contractor shall require advance approval of the Commission and the Tribal Council.
- (10) *Prohibited Provisions.* A Management Contract shall not transfer or in any other manner convey any interest in the Tribe's lands unless

authorized by federal law and unless clearly specified in writing in said Management Contract.

## **CHAPTER V**

### **GENERAL LICENSE REQUIREMENTS AND RESTRICTIONS**

#### **§ 20-5-1 Requirement of a License**

(a) Mandatory

The following Persons shall have a license issued by the Commission:

- (1) All Primary Management Officials, Key Employees, and employees of any Gaming Establishment or Gaming Operation shall obtain a gaming license;
- (2) Each Gaming Establishment shall obtain a facility license for each class of gaming played within the Gaming Establishment;
- (3) All Gaming Vendors shall obtain a vendor license;
- (4) All Non-gaming Vendors shall obtain a vendor license unless otherwise exempt by the Commission; and
- (5) Any other Person that the Commission designates to have a license in order to effectively regulate Gaming Activities on the Tribe's Indian Lands shall obtain a license.

(b) Permissive

A Principal or employee of a Gaming Vendor or Non-gaming Vendor may be required by the Commission to obtain a license.

#### **§ 20-5-2 Privilege; Conditions**

- (a) No applicant has an absolute right to a license. A license is a revocable privilege and no holder thereof acquires any vested right (property or other) therein or thereunder.
- (b) Applicants and licensees shall have a continuing duty to provide any materials, assistance or other information required by the Commission, and to fully cooperate in any investigation conducted by or on behalf of the Commission. If any information provided on the application changes or becomes inaccurate in any way, the applicant or licensee shall promptly notify the Commission of such changes or inaccuracies.
- (c) Acceptance of a license by the licensee constitutes an agreement on the part of the licensee to be bound by the provisions of this Title, applicable laws, and applicable rules and regulations as they are now, or as they may hereafter be amended or restated, and to cooperate fully with the Commission.
- (d) It is the responsibility of the licensee to remain informed of the contents of this Title and all other applicable laws, rules, regulations, amendments, provisions, and conditions, and ignorance thereof will not excuse violations.

#### **§ 20-5-3 Licenses not Assignable or Transferable**

- (a) A gaming license may not be assigned or transferred to another Person, except that the Commission may approve a transfer of a gaming license so that a licensee may transfer his or her employment to another Gaming Establishment or a Gaming Operation or to another type of Gaming Activity (Class II, Class III, or both) without reapplying for a gaming license.

- (b) Facility licenses and Gaming and Non-gaming Vendor licenses may not be assigned or transferred to another facility or vendor.

**§ 20-5-4 License Fees**

- (a) Annual license fees shall be imposed in accordance with a fee schedule to be established by the Commission.
- (b) In addition to the license fees imposed pursuant to subsection (a), the Commission may impose such fees on licensees as are reasonably related to costs of enforcement, including investigations and proceedings before the Commission, and which will in the aggregate be sufficient to enable the Tribe and the Commission to recover its reasonable costs of enforcing this Title. Such costs may be estimated by the Commission and imposed prior to a final Commission action regarding a particular licensee or applicant.
- (c) The amount of these fees may, at any time, be increased by the Commission, provided, however, that any such increase shall not be retroactive.

**§ 20-5-5 Credits or Refunds**

Any licensee paying a penalty for late filing or failing to file a report for which there is an acceptable explanation may petition the Commission for credit or refund. The petition shall be filed within thirty (30) days after the petitioner knew or should have known that the payment was excusable, but not more than six (6) months after payment in any case.



**§ 20-5-6      Retention of Licensing Records**

- (a) Any reports obtained from fingerprint processing shall be incorporated into the applicant's license file.
- (b) All license applications, applications for employment, background investigations, if applicable, and any related matters shall be retained by the Commission for the following periods of time:
  - (1) For records relative to Primary Management Officials, Key Employees, and employees of the Gaming Establishments and Gaming Operation, no less than three (3) years after the employment relationship with the Gaming Establishment or Gaming Operation is terminated;
  - (2) For records relative to Gaming Establishments, no less than three (3) years after the Gaming Establishment is no longer in operation; and
  - (3) For records relative to Gaming Vendors and Non-Gaming Vendors, no less than three (3) years after the contractual relationship is terminated.
- (c) All records for employees of Primary Management Officials and Key Employees shall be available for inspection by the NIGC pursuant to lawful requests submitted to the Commission.

**CHAPTER VI  
GAMING LICENSES FOR EMPLOYEES**

**§ 20-6-1      Standard for Issuing a Gaming License**

(a) General Requirements

The Commission may not issue a gaming license to any Person who, based on reliable information, the Commission determines in its sole discretion:

- (1) Has provided materially false or misleading statements to the Commission and/or the NIGC, or has omitted material information from his or her application, or has refused to respond to all requests of the Commission and/or the NIGC for information concerning the applicant's background and activities;
- (2) Has been convicted (either by plea or by verdict) or has entered a plea of nolo contendere to any felony, any gaming offense, or any misdemeanor involving theft or conversion of property, where such conviction or plea, in the sole discretion of the Commission, jeopardizes the integrity of the Tribe's Gaming Activities;
- (3) Is a Person whose prior activities, criminal record, if any, and reputation, habits and associations (both business and personal) pose a threat to the public interest or to the effective regulation of gaming, or create or enhance the dangers of unsuitable, unfair, or illegal practices, methods, and activities in the conduct of Gaming Activities or the business and financial arrangements incidental to the conduct of Gaming Operations and Establishments; or
- (4) Has attempted to interfere or to influence, and/or has interfered and/or influenced, unduly for gain or advantage, any decision or process of the Commission or the Tribe relating to gaming. Undue influence means the use of bribery, blackmail, intimidation, threats of violence, or other improper means to influence governmental actions of the Tribe. Nothing in this section shall be interpreted as preventing a Person from expressing his or her opinions and consulting with members of the Tribe's

government, or from responding to inquiries or requests from the Commission or the Tribal Council.

(b) Primary Management Officials and Key Employees

The Commission may not issue a gaming license to any Primary Management Official or Key Employee who, based on reliable information, the Commission determines in its sole discretion:

- (1) Is not eligible to hold a license in accordance with subsection (a) above;
- (2) Has a direct or indirect financial interest in any Gaming Establishment or the Gaming Operation, other than his or her share of any per capita payment or any employment compensation; or
- (3) Has been convicted of a felony, embezzlement, theft, or any other money-related or honesty-related crime (such as fraud).

**§ 20-6-2 Application for Gaming License**

All Primary Management Officials, Key Employees, and other employees of any Gaming Establishment or Gaming Operation shall submit a completed application, which shall indicate the type of Gaming Activity (Class II, Class III, or both) for which the license is sought, and the application shall include, but not be limited to, the following:

- (a) Full name, other names used (oral or written), date and place of birth, gender, citizenship, social security number(s), all languages either spoken or written, and current business and residence telephone numbers;
- (b) Currently and for the previous five (5) years, business and employment positions held, ownership interests in those businesses, business and residence addresses, and drivers license numbers;
- (c) The names and current addresses of at least three personal references, including one personal reference who was acquainted with the applicant during each period of residence listed under subsection (b) above;
- (d) A description of any previous or existing business relationship with any Indian tribe, including ownership interests in those businesses;
- (e) A description of any previous or existing business relationship with the gaming industry in general, including ownership interests in those businesses;
- (f) The name and address of any licensing or regulatory agency with which the person has filed an application for a license or permit related to gaming, whether or not such license or permit was granted;
- (g) The name and address of any licensing or regulatory agency with which the person has filed an application for an occupational license or permit, whether or not such license or permit was granted;
- (h) For each felony for which there is an ongoing prosecution or a conviction, the charge, the name and address of the court involved, and the date and disposition if any;
- (i) For each misdemeanor conviction or ongoing misdemeanor prosecution (excluding Minor Traffic Violations) within ten (10) years of the date of application, the charge, the name and address of the court involved, and the date and disposition if any;
- (j) For each criminal charge (excluding Minor Traffic Violations), whether or not there is a conviction, if such criminal charge is within ten (10) years of the date of the application and is not otherwise listed pursuant to subsections (h) or (i), the



criminal charge, the name and address of the court involved, and the date and disposition if any;

- (k) A photograph taken within the last year;
- (l) The name of the Gaming Establishment or Gaming Operation where the applicant will be employed;
- (m) Any other information the Commission deems relevant;
- (n) Fingerprints taken by the Commission that are consistent with 25 C.F.R. §522.2(h);
- (o) The Privacy Act notice required by 25 C.F.R. §556.2(a) and the notices concerning false statements required by 25 C.F.R. §556.3(a); and
- (p) An agreement by the applicant to abide by all conditions of the license; all applicable requirements of IGRA, this Title, and any Compact or Secretarial Procedures; and any other applicable laws or regulations.

#### **§ 20-6-3 Previous Applications Submitted Without Notices**

If the notices required in §20-6-2(o) do not appear on the most current application, the Commission shall notify the Primary Management Official, Key Employee, or other employee in writing that he or she shall either:

- (a) Complete a new application form that contains a Privacy Act notice and the notice regarding false statements; or
- (b) Sign a statement that contains the Privacy Act notice, consent to the routine uses described in that notice, and sign a statement that contains the notice regarding false statements.

#### **§ 20-6-4 Withdrawal of Gaming License Application**

An application may not be withdrawn without the permission of the Commission or by a duly authorized person or agent of the Commission. An applicant may request to withdraw an application by submitting to the Commission a written request for withdrawal. The Commission retains the right, in its sole discretion, to grant or deny a request.

#### **§ 20-6-5 Financial Disclosures**

Each applicant who is a Primary Management Official or Key Employee shall be required to provide a financial statement in the form adopted by the Commission, which shall include the applicant's income for the previous five (5) years and sources of that income, as well as all assets and debts of the applicant at the time of the application. The financial statement, if required, shall include copies of all federal income tax returns filed by the applicant during the previous five (5) years.

#### **§ 20-6-6 Licensing Procedure**

Once the application described in §20-6-2 is submitted, the Commission shall proceed as follows:

- (a) Fingerprints
  - (1) Pursuant to 25 C.F.R. § 522.2(h), the Commission shall forward an applicant's fingerprints to the NIGC to be processed by the Federal Bureau of Investigation's National Criminal Information Center for a criminal history check.



- (2) The Commission may submit an applicant's fingerprints to any additional Tribal, local or state criminal history check system or center as the Commission deems necessary or appropriate.

(b) Background Investigations

The Commission's staff shall conduct a background investigation on each applicant sufficient to allow the Commission to make an eligibility determination under § 20-7-1 of this Title. The performance of background investigations and the issuance of gaming licenses shall be in accordance with requirements at least as stringent as 25 C.F.R. Parts 556 and 558. As part of the Commission background investigation, designees of the Commission shall, among other things:

- (1) Verify the applicant's identity through items such as a social security card, driver's license, birth certificate, or passport;
- (2) Contact each personal and business reference provided in the application, when possible;
- (3) Conduct a civil history check;
- (4) Conduct a criminal history check via the submission of the applicant's fingerprints to the NIGC, and further obtain information from the appropriate court regarding past felony, misdemeanor convictions, and/or criminal charges within the last ten years;
- (5) Inquire into any previous or existing business relationships with the gaming industry and Indian tribes by contacting the entities or tribes;
- (6) Verify the applicant's history and status with any licensing agency by contacting the agency;
- (7) Take other appropriate steps to verify the accuracy of the information, focusing on problem areas noted; and
- (8) In conducting a background investigation, the Commission shall promise to keep confidential the identity of each person interviewed in the course of the investigation.

(c) Investigative Report

The Commission's staff shall create and maintain an investigative report on each applicant containing the steps taken in conducting the background investigation, the results obtained, the conclusions reached and the bases for those conclusions. The investigative report shall also contain a recommendation to the Commission's Administrator as to whether the applicant meets the requirements of §20-6-1 of this Title. Based upon the investigative report, the Commission's Administrator may either grant a license to the applicant or deny the license application.

(d) Notice of Results

Before issuing a license to a Primary Management Official or Key Employee, the Commission shall submit a notice of results of the applicant's background investigation to the NIGC no later than sixty (60) days after the applicant begins work. The notice of results shall contain the following information:

- (1) Applicant's name, date of birth, and social security number;
- (2) Date on which the applicant began or will begin work as a Key Employee or Primary Management Official;
- (3) A summary of the information presented in the investigative report, which

shall include a listing of:

- (i) Licenses that have previously been denied;
  - (ii) Gaming licenses that have been revoked, even if subsequently reinstated;
  - (iii) Every known criminal charge brought against the applicant within the last ten (10) years of the date of application; and
  - (iv) Every felony of which the applicant has been convicted or any ongoing prosecution.
- (4) A copy of the eligibility determination made under § 20-6-1 of this Title.

(e) Approvals

- (1) *Key Employees and Primary Management Officials.* After the Commission has provided a notice of results to the NIGC, it may issue a gaming license to any Key Employee or Primary Management Official. After the Commission has issued a gaming license, it shall notify the NIGC of the issuance within thirty (30) days of issuing the license.
- (i) If, within the thirty (30) day period after the NIGC receives a complete notice of results for a Key Employee or Primary Management Official, the NIGC provides the tribe with a statement itemizing objections to the issuance of a license to that Key Employee or Primary Management Official applicant, the Commission shall reconsider the application, taking into account the objections itemized by the NIGC. The Commission shall make the final decision whether to issue a license to such applicant. If the Commission issued a license before receiving the NIGC's statement of objections, notice and hearing shall be provided to the licensee as provided by 25 C.F.R. § 558.4.
  - (ii) No Gaming Establishment or Gaming Operation shall employ or continue to employ a Key Employee or Primary Management Official who does not have a gaming license within (90) days of beginning work.
  - (iii) If a tribe does not license an applicant, the Commission shall notify the NIGC; and the Commission shall forward copies of its eligibility determination and notice of results to the NIGC for inclusion in the Indian Gaming Individuals Record System.
- (2) *Other Employees.* If the applicant is not a Key Employee or a Primary Management Official and is approved for a gaming license, a gaming license shall be issued.

(f) Denials

If the applicant is denied a gaming license, both the applicant and the NIGC shall be notified by the Commission that the application has been denied. Notification to both parties shall take the form of a written letter summarizing the basic steps taken and where appropriate, a statement as to the reasons(s) why the application was denied. Any temporary license or provisional employment shall be terminated.

(g) License a Requirement of Employment

Unless written authorization is made by the Commission, no Gaming Establishment or Gaming Operation shall employ a person who does not have a permanent license after ninety (90) days of hire.

**§ 20-6-7      Displaying Gaming License**

All Primary Management Officials, Key Employees, and other employees of the Gaming Establishment or Gaming Operation must wear his or her gaming license at all times while in a Gaming Establishment or Gaming Operation so that it can be easily viewed by others.

**CHAPTER VII  
FACILITY LICENSES**

**§ 20-7-1      Standard for Issuing a Facility License**

- (a) The Commission shall issue a separate license for each type of Gaming Activity (Class II or Class III) to each place, facility, or location on Indian lands where the Tribe elects to allow Gaming Activities, and shall do so according to requirements at least as stringent as those contained in 25 C.F.R. §559. The Commission shall issue a facility license only if the place, facility, or location:
  - (1) Is a sound physical structure with adequate and safe plumbing, electrical, heating and cooling and ventilation systems in place and operational;
  - (2) Has been inspected and approved for safety by a building and fire inspector designated by the Commission;
  - (3) Is adequate in all respects to accommodate the Gaming and non-Gaming Activities intended to be carried on within the structure;
  - (4) Is equipped with security and surveillance equipment meeting or exceeding provisions set forth in regulations established by the Commission;
  - (5) Meets all requirements of applicable tribal and federal laws; and
  - (6) Has paid all applicable license fees and costs.
- (b) Violations of any provision of this Title, applicable rules and regulations, or relevant license provisions by a licensee deemed contrary to the public health, safety, morals, good order and general welfare of the Tribe and its members shall be deemed grounds for denying a facility license or suspension or revocation of a license.

**§ 20-7-2      Application for a Facility License**

- (a) All Gaming Establishments shall submit a completed application, which shall indicate the type of Gaming Activity (Class II, Class III, or both) for which the license is sought, and the application shall include, but not be limited to, the following:
  - (1) The name, physical address, and telephone number of the Gaming Establishment;
  - (2) A complete description of the premises at which gaming will be conducted;
  - (3) An agreement by the Gaming Establishment to abide by all conditions of the license, this Title and any other applicable laws or regulations; and
  - (4) Such other information and details as the Commission may require in order to properly discharge its duties.



- (b) All applications shall be signed by an authorized Gaming Board member if the applicant is a Tribal Gaming Establishment.

**§ 20-7-3 Notification of a New Facility**

No later than 150 days before the opening of any new Gaming Establishment, notice shall be submitted to the Commission. The notice shall contain:

- (a) The name and address of the property where the Gaming Establishment will be located;
- (b) A legal description of the property where the Gaming Establishment will be located; and
- (c) A copy of the deed to the property where the Gaming Establishment will be located.

**§ 20-7-4 Displaying Facility License**

Any facility license issued must be displayed by the licensee in a conspicuous public place within the Gaming Establishment so that it may be viewed by patrons.

**CHAPTER VIII  
VENDOR LICENSES**

**§ 20-8-1 Standard for Vendor Licensing**

No gaming license shall be issued to any applicant under this section who is determined by the Commission to be a Person whose prior activities, criminal record, if any, and reputation, habits and associations (both business and personal) pose a threat to the public interest or to the effective regulation of gaming, or create or enhance the dangers of unsuitable, unfair, or illegal practices, methods, and activities in the conduct of Gaming Activities or the business and financial arrangements incidental to the conduct of Gaming Operations and Establishments.

**§ 20-8-2 Vendor Applications**

- (a) All Gaming Vendors and Non-Gaming Vendors shall submit a completed application, which shall include, but not be limited to, the following:
  - (1) The name of the entity, the type of business organization (partnership, corporation, limited liability company), the physical address and phone number;
  - (2) The names of all Principals;
  - (3) A description of any previous or existing gaming or business relationship with any Indian tribe, including ownership interests in those businesses;
  - (4) A description of any previous or existing business relationship with the gaming industry in general, including ownership interests in those businesses;
  - (5) The name and address of any licensing or regulatory agency with which the Gaming Vendor or Non-Gaming Vendor has filed an application for a license or permit related to gaming, whether or not such license or permit was granted;
  - (6) The name and address of any licensing or regulatory agency with which the person has filed an application for an occupational license or permit, whether or not such license or permit was granted;

- (7) Agreement by the applicant to abide by all conditions of the license, this Title and any other applicable laws or regulations; and
- (8) Such other information and details as the Commission may require in order to properly discharge its duties.

(b) All applications shall be signed by:

- (1) The applicant if the applicant is a natural person;
- (2) By a member or partner of the applicant if the applicant is an unincorporated association or partnership; or
- (3) By an executive officer if the applicant is a corporation or by some other individual specifically authorized by the corporation to sign the application, in which case written evidence of authority to bind the applicant shall be attached.

If any change is made in that authority, before or after a license is issued, the Commission shall be immediately informed in writing. Until that information is filed with the Commission, any action of or commitment made by the representative shall be binding upon the applicant.

**§ 20-8-3      Withdrawal of Application by Vendor**

An application may not be withdrawn without the permission of the Commission or by a duly authorized person or agent of the Commission. A vendor may request to withdraw an application by submitting to the Commission a written request for withdrawal. The Commission retains the right, in its sole discretion, to grant or deny a request.

**§ 20-8-4      Background Investigations**

- (a) Background investigations may be conducted by the Commission staff on Gaming Vendors, Non-gaming Vendors, and Principals and employees of Gaming Vendors and Non-gaming Vendors.
- (b) Background investigations shall be conducted in a manner which takes all reasonable steps to ensure the confidentiality of the information generated by the investigation, including the identity of each person interviewed in the course of the investigation, as well as the information submitted by the applicant.

**§ 20-8-5      Displaying License**

All Licenses issued to Principals and employees of Gaming and Non-gaming Vendors must be worn by the licensee at all times while present in the Gaming Establishment or Gaming Operation so that it is easily viewed.

**CHAPTER IX  
COMPACT OR SECRETARIAL PROCEDURES**

**§ 20-9-1      Compact with the State of Alabama or Secretarial Procedures**

Notwithstanding any provision in this Title or the rules and regulations promulgated by the Commission, the Commission is hereby directed to comply with the provisions of a Compact or Secretarial Procedures, including, but not limited to, any licensing, approval, or monitoring requirements contained in a Compact or Secretarial Procedures.

**§ 20-9-2      Assessments**

Notwithstanding any provision in this Title or the rules and regulations promulgated by the Commission, the Commission is hereby fully empowered to comply with all assessments authorized by the NIGC. Such assessments shall be payable solely from funds of Gaming Operation revenue as an operating expense.

**§ 20-9-3      Regulation of the Commission**

Notwithstanding any provision in this Title or the rules and regulations promulgated by the Commission, the Commission is hereby fully empowered and required to comply with all regulations promulgated by the NIGC, including, but not limited to, reporting requirements relating to ordinances, contracts, license applications, background checks, and other information.

**CHAPTER X  
ENFORCEMENT**

**§ 20-10-1      Civil Violations**

All matters and occurrences contrary to this Title or rules and regulations promulgated by the Commission which are not covered under a criminal code shall be deemed to be a civil violation.

**§ 20-10-2      Civil Sanctions and Penalties**

- (a) Types of Penalties



Based on the severity of the civil violation, the Commission shall determine what sanctions and/or penalties it believes are warranted, including, but not limited to, the following:

- (1) Suspend, restrict, or revoke any licenses issued by the Commission;
- (2) Impose a civil penalty. If such violation is a continuing one, each day of such violation may be deemed a separate offense;
- (3) Require that the Gaming Establishment ban the Person;
- (4) Request that the Person be permanent expelled from Indian Lands in accordance with the provisions in tribal law; and/or
- (5) Any other sanction and/or penalty the Commission deems necessary to carry out the purposes of this Title; however, the sanction and/or penalty may not violate any applicable laws.

(b) Suspension and Revocation of Licenses

- (1) If, after issuance of any license, the Commission receives reliable information indicating that a Person does not meet the eligibility criteria of such license, the Commission shall immediately suspend such license and shall notify the licensee in writing of the suspension and the proposed revocation.
- (2) Before a license can be permanently revoked, a hearing must be held. The Commission shall notify the licensee of a time and place for a hearing on the proposed revocation.
- (3) After the revocation hearing, the Commission shall decide whether to revoke or to reinstate the gaming license.
- (4) The same procedure for revocation shall be followed if such information regarding ineligibility is received initially by the NIGC. For any Primary Management Official or Key Employee, the Commission shall notify the NIGC of its decision whether to revoke or to reinstate the gaming license within 45 days of receiving such information from the NIGC.

**§ 20-10-3 Hearings and Appeals**

- (a) Any action or decision taken without a hearing by the Commission may be appealed by any Person aggrieved by a decision made or action taken by filing a petition no later than thirty (30) days after the petitioner knew or should have known of the decision or action. The Commission shall grant a prompt hearing upon receiving such a petition and shall reconsider its decision or action in light of evidence and argument presented at a hearing.
- (b) All license hearings and enforcement hearings shall be conducted by rules and regulations established by the Commission. Furthermore, the Commission shall comply with any hearing procedures and/or requirements set forth in a Class III Compact or Secretarial Procedures.
- (c) In all cases, the licensee or respondent shall, at a minimum, be provided with notice of the proceeding, an opportunity to be present, and an opportunity to present evidence to the Commission and confront and cross-examine witnesses.
- (d) Any dispute resulting from a decision of the Commission may be appealed to the Tribal Court within fourteen (14) days after notification of the Commission's decision is received. The decision of the Commission shall be upheld unless it is arbitrary and capricious, an abuse of discretion, not supported by substantial

evidence or unauthorized by law; provided that there shall be de novo review on all questions of law.

**§ 20-10-4 Enforcement Actions in Tribal Court**

- (a) The Commission may bring an action in the Tribal Court to enforce a civil sanction and/or penalty issued by requesting an order:
  - (1) To seize any Gaming Devices, proceeds or other property of a licensee connected with the Gaming Activities engaged in by the licensee;
  - (2) To garnish any wages or payments from the Tribe to collect any unpaid fees, interest, or penalties;
  - (3) To execute on any nonexempt property of a Person located within the boundaries of Indian Lands; and/or
  - (4) For any other action deemed necessary or appropriate.
- (b) The Tribal Court shall have jurisdiction over any action brought by the Commission to the fullest extent permitted by law and shall have the authority to enforce any and all penalties and/or sanctions provided for within this Title and elsewhere.

**§ 20-10-5 Ex Parte Communications**

- (a) Neither the licensee nor any witnesses shall have any oral or written communication regarding any matter before the Commission with the Commissioners. Any such communication shall be reported in writing to the Commission staff who, in turn, will report the communication to the other members of the Commission, so that necessary and appropriate measures may be taken, including, but not limited to, disqualification from participation in the proceedings.
- (b) Nothing in this section shall prohibit the applicant, licensee or its authorized agent from communicating with the Commission's legal counsel, its investigators, or other authorized agents.
- (c) The Commission shall have the power to impose any sanction pursuant to this Chapter upon its determination that a licensee has made an ex parte communication in violation of this Section.

**§ 20-10-6 Comity and Concurrent Jurisdiction**

The Commission is empowered to seek comity and enforcement of the orders of the Commission by the courts of any other jurisdiction whose assistance may be required to give effect to the orders of the Commission. The Commission is also empowered to issue orders to enforce the lawful orders of other gaming regulatory agencies and the courts of foreign jurisdiction.

**APPROVAL**

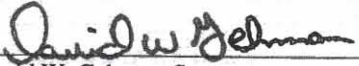
I, the Chairman of the Poarch Band of Creek Indians, hereby affix my signature to the ordinance authorizing it to become official this 18<sup>th</sup> day of July, 2013.



Buford L. Rolin, Chairman  
Poarch Band of Creek Indians

**CERTIFICATION**

I, the Secretary of the Poarch Band of Creek Indians, certify that the foregoing is a true extract from the minutes of the Tribal Council meeting of the Poarch Band of Creek Indians, comprised of nine members with 6 in attendance on the 18<sup>th</sup> day of July, 2013, and that the above is in conformity with the provisions therein adopted by a vote of 6 in favor, and 0 against, 0 abstentions.

  
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David W. Gehman, Secretary  
Poarch Band of Creek Indians