NATIONAL INDIAN GAMING COMMISSION

MAY 2 3 1995

Al W. Milham, Chairperson Forest County Potawatomi Community P.O. Box 340 Crandon, Wisconsin 54520

Dear Chairperson Milham:

This letter responds to your request to review and approve the amendment to the tribal gaming ordinance of the Forest County Potawatomi Community (Community). The amendment to the ordinance was adopted by the Community by Resolution GC006-93, on July 24, 1993, as amended on October 15, 1993, and approved by the Chairman of the National Indian Gaming Commission (NIGC) on November 8, 1993. This letter constitutes approval under the Indian Gaming Regulatory Act (IGRA).

Under the IGRA and the regulations of the NIGC, the Chairman is directed to review amendments to ordinances with respect to the requirements of the IGRA and the implementing regulations. Thus, the scope of the Chairman's review and approval is limited to the requirements of the IGRA and the NIGC regulations.

Thank you for submitting the amendment to the tribal gaming ordinance of the Community. The NIGC staff and I continue to look forward to working with you and the Community in implementing the IGRA.

Sincerely yours, Harold'A. Monteau Chairman

cc: Virginia Jacobson, Chairperson, Forest County Potawatomi Community Gaming Commission Thomas B. Heffelfinger, Esq.



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Forest County Potawatomi Community

P.O. Box 340, Crandon. Wisconsin 54520

POTAWATOMI (Keeper of the Firc)

Resolution No. 6001-95

WHEREAS, the Forest County Potawatomi Community is a duly constituted Tribal Government in accordance with all the provisions of the Forest County Potawatomi Constitution and By-Laws ("Constitution and By-Laws") adopted on June 5, 1982, pursuant to the Indian Reorganization Act of June 18, 1934 (P.L. 73-383), AND

WHEREAS, on February 1, 1993, pursuant to its authority under the Constitution and By-Laws the Forest County Potawatomi General Council ("General Council") by and through a special Resolution approved and adopted the Forest County Potawatomi Community of Wisconsin Gaming Control Ordinance ("Gaming Control Ordinance"), which amended the Forest County Potawatomi Community of Wisconsin Bingo Control Ordinance, created the Forest County Potawatomi Community Gaming Commission ("Gaming Commission"), and assigned to the Gaming Commission certain authority and duties, AND

WHEREAS, on July 24, 1993, the General Council adopted and approved the Forest County Potawatomi Community Class II and Class III Gaming Ordinance ("Class II and Class III Gaming Ordinance") by and through Resolution No. GC006-93, which further defined the duties and authority of the Gaming Commission, AND

WHEREAS, Resolution No. GC006-93 misstated its intent, which was to adopt and approve the Class II and Class III Gaming Ordinance and reaffirm the creation of the Gaming Commission through the Gaming Control Ordinance enacted by the special Resolution of February 1, 1993, AND

WHEREAS, pursuant to the Gaming Control Ordinance, Class II and Class III Gaming Ordinance, and Gaming Regulations, the Gaming Commission is authorized to, among other things, regulate Type A and Type B gaming licenses, as defined in those ordinances and regulations, and is required to provide certain rights to applicants for or holders of such licenses, AND

WHEREAS, pursuant to its authority the Gaming Commission has adopted the Forest County Potawatomi Gaming Commission Gaming Regulations, and amendments thereto ("Gaming Regulations"), AND Page 2 - Resolution No. GCO1-95

WHEREAS, the Gaming Commission has prepared the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure ("Rules of Procedure") for use in the licensing process, AND

WHEREAS, the Gaming Commission has submitted the Gaming Regulations and the Rules of Procedure for approval and adoption by the General Council, NOW THEREFORE BE IT

RESOLVED, that the Gaming Control Ordinance remains in full force and effect except to the extent that the Class II and Class III Gaming Ordinance is inconsistent with it, AND BE IT FURTHER

RESOLVED, that the Class II and Class III Gaming Ordinance is hereby amended as follows:

1) to insert the phrase "of February 1, 1993, amending the Bingo Control Ordinance and adopting the Gaming Control Ordinance" in the blank space following the phrase "and limitations established in resolution" in Section III. of the Class II and Class III Gaming Ordinance, AND

2) to insert a comma and the phrase "unless the Gaming Commission pursuant to the requirements of federal law orders that the information be revealed" after the phrase "in the course of the investigation" and before the period at the end of Section VII.C.2., AND BE IT FURTHER

RESOLVED, that Resolution No. GC006-93 is hereby amended to insert the phrase "the Forest County Potawatomi Community Class II and Class III Gaming Ordinance; the Forest County Potawatomi Community Gaming Commission, created by the adoption of the Forest County Potawatomi Community of Wisconsin Gaming Control Ordinance through Resolution on February 1, 1993," in place of the phrase "No. GC006-93 of the General Council of the Forest County Potawatomi Community", AND BE IT FURTHER Page 3 - Resolution No. GLOOI-95

RESOLVED, that the Gaming Commission has at all times had and continues to have the composition, term, authority, responsibility and limitations established in the Gaming Control Ordinance and Class II and Class III Gaming Ordinance, AND BE IT FURTHER

RESOLVED, that the General Council approves and adopts the Gaming Regulations and all amendments thereto previously adopted by the Gaming Commission, AND BE IT FURTHER

RESOLVED, that the General Council approves and adopts the Rules of Procedure prepared by the Gaming Commission, effective the date upon which the Gaming Commission enacted them conditioned upon approval by the General Council, AND BE IT FURTHER

RESOLVED, that the Gaming Control Ordinance, Class II and Class III Gaming Ordinance, Gaming Regulations, and the Rules of Procedure shall remain in full force and effect and shall govern the authority, reponsibilities, and license hearing procedures of the Gaming Commission until repealed or amended by the General Council.

CERTIFICATION

I, <u>LORNA JACKSM</u>, the undersigned Secretary of the Forest County Potawatomi General Council, do hereby certify that <u>II6</u> members constituted a quorum at a meeting duly called, convened, and held on the <u>IIM</u> day of <u>February</u>, 1995, and that said resolution was duly adopted by an affirmative vote of <u>49</u> members for, <u>0</u> members against, and <u>7</u> members abstaining, and that said resolution was not rescinded or amended in any way.

Lorna Jackson Tribal Secretary Forest County Potawatomi



Forest County Potawatomi Gaming Commission P.O. Box 340. Cranton. Wisconsis 54520 115-478-2903 • 800-960-5479 • Jax 715-478-5280

POTAWATOMI (Keeper of the Fire)

RESOLUTION NO. Ca-10-95 G.Com.

WHEREAS, the Forest County Potawatomi Community Gaming Commission ("Gaming Commission") is authorized to regulate Type A and Type B gaming licenses and is required to provide certain rights to applicants for or holders of such licenses; and

- WHEREAS, the Gaming Commission has prepared the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure ("Rules of Procedure") for use in the licensing process; and
- WHEREAS, the Gaming Commission will submit the Rules of Procedure for approval and adoption by the Forest County Potawatomi Community General Council; NOW THEREFORE BE IT
- RESOLVED, that the Gaming Commission herewith adopts and approves the Rules of Procedure, effective immediately and conditioned upon the adoption and approval of the Rules of Procedure by the Forest County Potawatomi Community General Council.

I certify that on the <u>10</u> day of <u> $\sqrt{2}\sqrt{2}$ </u>, 1995, the Gaming Commission of the Forest county Potawatomi Community of Wisconsin did adopt the foregoing regulations by a vote of <u>4</u> for, <u>0</u> against, and <u>0</u> abstaining.

Secretary / Auting Potawatomi Gaming Commission



POTAWATOMI (Keeper of the Fire)

Forest County Potawatomi Gaming Commission P.O. Box 340. Crandon. Wisconsin 54580 715-478-2903 • 800-960-5479 • Ins. 715-478-5280

RESOLUTION NO. 00-10-95 G.C.II

- WHEREAS, the Gaming Commission of the Forest County Potawatomi Community ("the Gaming Commission") has the authority and responsibility to regulate the gaming enterprises owned or operated by the Forest County Potawatomi Community of Wisconsin ("the Community"); and
- WHEREAS, the Gaming Commission has concluded that it is inappropriate to permit gaming at enterprises owned or operated by the Community, by members of the Gaming Commission, the Executive Council of the Community, employees of the Gaming Commission, and employees of the Community's gaming enterprises; and
- WHEREAS, pursuant to its authority the Gaming Commission adopted the Forest County Potawatomi Gaming Commission Gaming Regulations by Resolution No. 191-30 on July 15, 1993, and certain amendments thereto by Resolution No. 08-17-94-FCPGC on August 17, 1994 ("Gaming Regulations") to enable the Gaming Commission to fulfill its duties; and
- WHEREAS, pursuant to its authority the Gaming Commission adopted the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure by Resolution No. (22-10-73-62) on (22-10-9) ("Rules of Procedure") to govern the process of regulating gaming licenses; and
- WHEREAS, the Gaming Commission will submit the Gaming Regulations and the Rules of Procedure for approval by the Forest County Potawatomi Community General Council ("General Council"); and
- WHEREAS, the Gaming Regulations must be harmonized with the Rules of Procedure submitted for General Council adoption and approval; NOW THEREFORE BE IT
- RESOLVED, that the Gaming Commission does herewith amend Sections VII., VIII.B., XVIII.B., and XIX. of the Gaming Regulations, delete section XIX.C of the Gaming Regulations, and add new sections IX.B., IX.C., and IX.D. to the Gaming Regulations, to read as follows:
- VIT. CRIMINAL AND BACKGROUND RESTRICTIONS
 - A. <u>Employment Prohibited</u>. No person may be employed by the Community in the operation or conduct of Class II

or Class III gaming, and the Community shall not permit a gaming related contractor to employ any person in the course of performance under the contract, or to be an officer or shareholder of a gaming management contractor, if that person:

- 1. Has been convicted of, or entered a plea of guilty or no contest to, any of the following, unless the person has been pardoned:
 - a. A felony, other than a felony conviction for an offense under subdivision b., c., or d., during the immediately preceding ten (10) years.
 - b. Any gambling-related offense.
 - c. Fraud or misrepresentation in any connection.
 - d. A violation of any provision of chapters 562 or 565, Wis. Stats., a rule promulgated by the Wisconsin Lottery Board, Wisconsin Racing Board, Wisconsin State Gaming Commission, or a Community ordinance regulating or prohibiting gaming.
- 2. Has been determined by the Gaming Commission to be a person whose current or prior activities, criminal record if any, or reputation, habits, and associations pose a threat to the public interest or to the effective regulation and control of gaming, or create or enhance the dangers of unsuitable, unfair, or illegal practices, methods, or activities in the operation of gaming or the carrying on of the business and financial arrangements incidental thereto.
- B. <u>General Council Waiver</u>. The restriction in paragraph , A.1. shall not disqualify an applicant or employee if the General Council of the Community waives such restriction by resolution after the applicant or employee has demonstrated to the General Council evidence of sufficient rehabilitation and present fitness.
- C. <u>Record Retention</u>. The Community shall have primary responsibility for the investigations and determinations under this section, and shall retain for

- 2 -

a period of at least seven (7) years, all records relating to such investigations and determinations.

- D. <u>Primary Management Officials and Key Employees -- Type</u> <u>A License Required</u>. No person shall serve as a Primary Management Official or a Key Employee unless they have received from the Gaming Commission a provisional or permanent Type A License. As used in Section VII.D., "the Commission" or "the Gaming Commission," when used alone, means the Potawatomi Community Gaming Commission.
 - Primary Management Official Defined. "Primary Management official" shall include any of the following persons: (i) the person having management responsibility for a management contract; (ii) any person who has authority to hire and fire employees, or to set up working policy for a gaming operation; and (iii) the chief financial officer or other person who has financial management responsibility for a gaming operation.
 - Key Employee Defined. "Key Employee" shall 2. include any of the following persons: (i) Bingo caller; (ii) counting room supervisor; (iii) chief of security; (iv) custodian of gaming supplies or cash; (v) floor manager; (vi) pit boss; (vii) dealer; (viii) croupier; (ix) approver of credit; (x) custodian of gambling devices, including persons with access to cash and accounting records within such devices; (xi) any person whose total cash compensation exceeds \$50,000.00 per year; (xii) the four most highly compensated persons in a gaming operation; (xiii) surveillance personnel; (xiv) accounting staff; (xv) any person with authority to disburse funds for, or approve shipments of, materials or supplies; and (xvi) all members and employees of the Commission.
 - 3. Application for Type A License. Before beginning employment, each person seeking a Type A License from the Gaming Commission shall complete the application form appearing at Appendix A of these Regulations.
 - a. <u>Processing of Application -- Background</u> <u>Investigation</u>. If the Gaming Commission employs the applicant, the Gaming Commission

- 3 -

shall immediately: (i) furnish a copy of the completed application to the National Indian Gaming Commission; and (ii) commence, or cause to be commenced, a background investigation with respect to the applicant.

- b. Termination of Application. The Gaming Commission shall immediately deny the application if it receives reliable information indicating that the applicant does not meet the standards established in Section VII.A. of these Regulations and shall promptly notify the National Indian Gaming Commission of any such denial. Any person or entity whose application is so denied shall have the right to written notice of the reasons for the denial and the right to a hearing on the record before the Gaming Commission, in accordance with the provisions of Section XIX of these Regulations and the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure.
- c. <u>Issuance or Denial of Provisional License:</u> <u>National Indian Gaming Commission Response</u>. Upon receiving the results of the background investigation, the Gaming Commission shall decide whether the applicant is qualified for a Type A License under the standards in Section VII.A. of these Regulations.

(i) If the Gaming Commission concludes that the applicant is not eligible, it shall deny the application and notify the National Indian Gaming Commission of the denial. Any person or entity whose application is so denied shall have the right to written notice of the reasons for the denial and the right to a hearing on the record before the Commission, in accordance with the provisions of Section XIX of these Regulations and the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure.

(ii) If the Gaming Commission concludes that the applicant is eligible, the Gaming Commission shall then forward an Eligibility Report, containing a copy of the results of the background investigation and a copy of the eligibility determination, as required by 25 C.F.R. § 556.5(b)-(c), to the National

• 4 •

Indian Gaming Commission. The Gaming Commission shall notify the applicant of its determination and shall issue a provisional Type A License in the form contained in. Appendix A-1 of these Regulations.

(**i**ii) If the National Indian Gaming Commission approves the application within thirty (30) days of the time the National Indian Gaming Commission receives the Eligibility Report, the Gaming Commission may issue to the applicant a permanent Type A license in the form appearing at Appendix A of these Regulations.

(iv) If within thirty (30) days of its receipt of the Eligibility Report the National Indian Gaming Commission submits any objections to the Gaming Commission pursuant to 25 C.F.R. § 558.4(b), the Gaming Commission shall reconsider the application and eligibility determination, but may decide to uphold the earlier eligibility determination.

(v) If within thirty (30) days of its receipt of the Bligibility Report the National Indian Gaming Commission requests additional information pursuant to 25 C.F.R. § 558.3(c), the Gaming Commission shall respond to the request and shall not issue a permanent license until the National Indian Gaming Commission approves the application.

If the National Indian Gaming (v1) Commission does not respond to the Eligibility Report within thirty (30) days of the time it receives the Eligibility Report, the Gaming Commission may extend the provisional Type A license issued to the applicant as needed. However, any license issued by the Gaming Commission is at all times subject to suspension by the National Indian Gaming Commission pursuant to 25 C.F.R. § 558.5(b).

(víí) The Gaming Commission shall not employ a primary management official or key employee who lacks a Type A license after ninety (90) days from the beginning of employment, except on a case-by-case basis as needed to allow additional reasonable time for the completion of the background investigation.

- 5 -

đ. Suspension of License. (i) <u>Immediate</u> The Gaming Commission shall Suspension. immediately suspend any Type A License if it is directed to do so by the National Indian Gaming Commission under the provisions of 25 C.F.R. § 558.5, or if the Gaming Commission makes the requisite finding under Rule 7 of the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure. Any person or entity whose Type A license is suspended shall have the right to written notice of the reasons for the termination and the right to a hearing on the record before the Commission, in accordance with the provisions of Section XIX of these Regulations and the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure.

> (ii) Indefinite Suspension. Unless the Gaming Commission orders revocation of the license under Section VII.D.3.e., after written notice of proposed suspension and a hearing in accordance with the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure, the Commission shall suspend any Type A license if the Commission concludes that the person does not meet the standards for employment in section VII.A. of these Regulations. The Gaming Commission shall notify the licensee and the National Indian Gaming Commission of its decision with respect to the license suspension, as provided in the Forest County Potawatomi Community Rules of Licensing Procedure. If allowed under applicable ordinances, rules, and regulations, the licensee may apply for a termination of the suspension.

e. <u>Revocation of License</u>. Unless the Gaming Commission orders suspension of the license under Section VII.D.3.d.(ii), after notice of proposed revocation and a hearing in accordance with the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure, the Gaming Commission shall revoke any Type A license if the Commission concludes that the person does not meet the standards for employment in section VII.A. of these Regulations. The Gaming

Commission shall notify the licensee and the National Indian Gaming Commission of its decision, as provided in the Forest County Potawatomi Community Rules of Licensing Procedure.

- 4. <u>Application for Type B License</u>. No person shall be employed by the Community in any Gaming Operation unless they have received from the Gaming Commission a provisional or permanent Type B License. The provisions of this section shall not apply to Primary Management Officials and Key Employees. Before beginning employment, each person seeking a Type B License from the Gaming Commission shall complete the application form appearing at Appendix B of these Regulations.
 - a. <u>Processing of Application -- Provisional</u> <u>License</u>. If the Gaming Commission employs the applicant, the Gaming Commission shall immediately: (i) issue to the applicant a provisional Type B license in the form contained at Appendix B-1 of these Regulations for a period not to exceed ninety days, provided that in the event the background investigation is not completed within ninety days, the Commission may, on a case-by-case basis, extend the term of the provisional license; and (ii) commence, or cause to be commenced, a background investigation with respect to the applicant.
 - Ъ. Termination of Provisional License. The Gaming Commission shall immediately terminate any provisional Type B license and deny the application if the Gaming Commission receives reliable information indicating that the applicant does not meet the standards established in Section VII.A. of these Regulations. Any person or entity whose provisional Type B license is terminated and application denied shall have the right to written notice of the reasons for the, termination and denial and the right to a hearing on the record before the Commission, in accordance with the provisions of Section XIX of these Regulations and the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure.

c.

<u>Issuance of License</u>. Upon receiving the results of the background investigation, the Gaming Commission shall decide whether the applicant is qualified for a permanent Type B License under the standards in Section VII.A. of these Regulations.

(i) If the Gaming Commission concludes that the applicant is not eligible, it shall deny the application. Any person or entity whose application is so denied shall have the right to written notice of the reasons for the denial and the right to a hearing on the record before the Commission, in accordance with the provisions of Section XIX of these Regulations and the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure.

(11) If the applicant has been determined to be eligible, the Gaming Commission shall notify the applicant and issue a permanent Type B License in the form contained in Appendix B-1 of these Regulations.

d. Suspension of License. (i) Immediate Suspension. The Gaming Commission shall immediately suspend any Type B License if it is directed to do so by the National Indian Gaming Commission, or if the Gaming Commission makes the requisite finding under Rule 7 of the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure. Any person or entity whose Type B license is suspended shall have the right to written notice of the reasons for the termination and the right to a hearing on the record before the Commission, in accordance with the provisions of Section XIX of these Regulations and the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure.

(ii) <u>Indefinite Suspension</u>. Unless the Gaming Commission orders revocation of the license under Section VII.D.4.e., after written notice of proposed suspension and a hearing in accordance with the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure, the Commission shall suspend any Type B license if the Commission C

concludes that the person does not meet the standards for employment in section VII.A. of these Regulations. The Gaming Commission shall notify the licensee and the National Indian Gaming Commission of its decision with respect to the license suspension, as provided in the Forest County Potawatomi Gaming Commission Rules of Licensing Procedure. If allowed under applicable ordinances, rules, and regulations, the licensee may apply for a termination of the suspension.

- e. <u>Revocation of License.</u> Unless the Gaming Commission orders suspension of the license under Section VII.D.4.d. (ii), after notice of proposed revocation and a hearing in accordance with the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure, the Gaming Commission shall revoke any Type B license if the Commission concludes that the person does not meet the standards for employment in section VII.A. of these Regulations. The Gaming Commission shall notify the licensee and the National Indian Gaming Commission of its decision with respect to the revocation, as provided in the Forest County Potawatomi Community Rules of Licensing Procedure.
- E. Existing Licenses -- Subsequently Adopted Rules and <u>Regulations and Subsequent Requests for Information</u>. All persons holding a Type A or Type B license shall comply with all rules and regulations of the Gaming Commission, including rules and regulations adopted subsequent to the issuance of the license, and shall comply with all requests for information pertaining to the person's suitability for a license, including requests subsequent to the issuance of the license.
- F. <u>Periodic Review of License</u>. Persons subject to this section shall be periodically reviewed (at least every two [2] years) to determine whether they continue to meet the requirements and limitations of this section.

- 9 -

- 1. Records pertaining to employees or contractors of the Community shall be held as confidential by the Community's Gaming Commission, and shall not be released to any third party without the written permission of the person or entity, except as may (i) required by law; or (ii) needed in any be: later proceeding brought to challenge the Gaming Commission's licensing decision. No tribal records or documents submitted to the State, or of which the State has retained copies in the course of its gaming oversight and enforcement, will be disclosed to any member of the public except as needed in a judicial proceeding to interpret or enforce the terms of the Compact.
- IX. B. The following persons shall not be permitted to gamble at any gaming enterprise owned or operated by the Community: members of the Gaming Commission; members of the Executive Council of the Community; employees of the Gaming Commission; or employees of any gaming enterprise owned or operated by the Community.
- IX. C. <u>Commissioner Disclosure</u>. Every member of the Gaming Commission shall yearly prepare and submit a financial disclosure which shall list any real or personal property owned by the Commission member having a reasonable market value of at least \$500.00 and all real property, personal property, or income in any form received in the previous year from any source if the total amount or value received from that source exceeded \$500.00. The disclosure shall be submitted every year on June 1 during the Commissioner's term except that any Commissioner who has not made a disclosure shall do so within sixty days of the enactment of this section or the Commissioner begins her or his first term, whichever is later.

Disclosures made under this section shall be signed and sworn to under oath in the presence of a notary public. Disclosures shall be retained by the Chair of the Gaming Commission and made available upon request for inspection by any tribal member or person contesting a licensing action.

IX. D. <u>Provider Disclosure</u>. To the extent not otherwise required of the person or entity, all providers to the Community of materials or services related in any way to the Community's gaming operations shall yearly prepare and submit to the Commission a disclosure of gaming-related interests. The disclosure shall be based on the facts known by or reasonably available to the person or entity, as determined by the Gaming Commission in the exercise of its discretion.

The disclosure shall include a list of all of the provider's interests, whether financial, managerial, proprietary, or other, in any gaming operation or entity connected to any gaming operation. The discloser shall also include a list of any of the provider's associates or clients involved with any gaming operation or with any entity connected to a gaming operation.

"Providers" required to make a disclosure under this section shall include any entity, any person that acts on behalf of an entity, or any other person, that provides materials or services, or any other person determined in the Commission's discretion to be a "provider."

The disclosure shall be made every year on June 1 during the period in which the provider was employed by or dealt with the Commission, except that any provider that has not made a disclosure shall do so within sixty days of the enactment of this section or of the time the provider begins employment or begins its dealings with the Commission, whichever is later.

Disclosures made under this section shall be signed and sworn to under oath in the presence of a notary public and shall be retained by the Chair of the Gaming Commission. Failure to make a disclosure required by this section may result in the Community or Commission's refusal to employ or deal with the provider to the extent permitted by the agreement then existing between the Community or the Commission and the provider or in the refusal by the Community or Commission to deal again with the provider after any such agreement expires.

XVIII. B. <u>Employees</u>. Unless the dispute relates to the employee's Type A or Type B gaming license or these Regulations or other applicable rules provide otherwise, disputes involving employees of a gaming operation shall be submitted by the employee to the management of the gaming enterprise, consistent with

the procedures established in the Personnel Policies and Procedures Manual for the enterprise. If thereafter the employee remains dissatisfied with the resolution of the dispute, within one hundred and eighty days he or she may submit the dispute to the Management Committee for the enterprise, which may in its discretion request additional information from the disputant and/or the General Manager, and which may or may not render its decision on the dispute in writing.

XIX. HEARINGS.

- A. <u>Applicability</u>. Wherever these Regulations require or in any instance where the Gaming Commission acts to deny, suspend, or revoke a gaming license under these Regulations or under applicable tribal ordinances, the licensee shall be entitled to a hearing under the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure.
- B. <u>Procedures</u>. The procedures for hearings available under Section XIX. of these Regulations shall be governed by the Forest County Potawatomi Community Gaming Commission Rules of Licensing Procedure.

AND BE IT FURTHER

RESOLVED, that Appendix A-1 of the Gaming Regulations is amended to delete the characters "a.(ii)" from the phrase "section VII.D.3.a.(ii)" in the last paragraph of Appendix A-1, and Appendix B-1 of the Gaming Regulations is amended to delete the characters "a.(ii)" from the phrase "section VII.D.4.a.(ii)" in the last paragraph of Appendix B-1.

I certify that on the $\underline{/O}$ day of <u>February</u>, 1995, the Gaming Commission of the Forest county Potawatomi Community of Wisconsin did adopt the foregoing regulations by a vote of $\underline{\mathcal{G}}$ for, $\underline{/}$ against, and $\underline{\lambda}$ abstaining.

secretary / Actino Potawatomi Gaming Commission

- 12 -