

**RESOLUTION OF THE GOVERNING BODY OF
THE THREE AFFILIATED TRIBES OF THE
FORT BERTHOLD RESERVATION**

WHEREAS, This Nation having accepted the Indian Reorganization Act of June 18, 1934, and the authority under said Act; and

WHEREAS, The Constitution of the Three Affiliated Tribes generally authorizes and empowers the Tribal Business Council to engage in activities on behalf of and in the interest of the welfare and benefit of the Tribes and of the enrolled members thereof; and

WHEREAS, Article VI, Section 5 (1) of the Constitution of the Three Affiliated Tribes specifically authorizes the Tribal Business Council to adopt resolutions regulating the procedure of the Tribal Business Council and Tribal agencies; and

WHEREAS, The Tribal Business Council adopted the Three Affiliated Tribes Personnel Policies and Procedures for the purpose of establishing uniform guidelines governing all Tribal employees; and

WHEREAS, The Tribal Business Council wishes to add three types of Class Suspension Clauses to Part IX of the Three Affiliated Tribes Policies & Procedures; and

WHEREAS, Class I Suspension: Suspension without pay. Suspension from all employment duties without pay under this section shall mean:

- a. no annual leave or sick leave will be accumulated by the suspended employee during the period of time of the suspension; and
- b. no annual, sick or donated leave can be redeemed by the suspended employee during the period of time of the suspension.

WHEREAS, Class II Suspension: Suspension without pay. An employee under this section shall not be granted compensation for employment, however, the employee has the right to utilize sick and annual leave during the period of time of the suspension but shall not have the right to utilize donate leave during the period of time of suspension; and

WHEREAS, Class III Suspension: Suspension with pay. A suspended employee may be granted full compensation except the right to accumulate leave during the period of time of the suspension; and

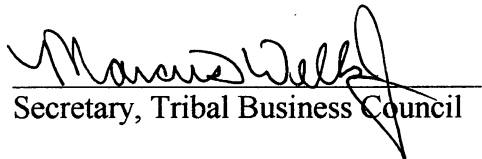
WHEREAS, The Supervisor or Program Director shall notify the employee upon suspension which Class of Suspension will be attached to the suspension.

NOW, THEREFORE, BE IT RESOLVED, That the Tribal Business Council of the Three Affiliated Tribes elects to adopt the three types of Class Suspensions to the Three Affiliated Tribes Policies & Procedures under IX EMPLOYEES CONDUCT AND DISCIPLINARY ACTION.

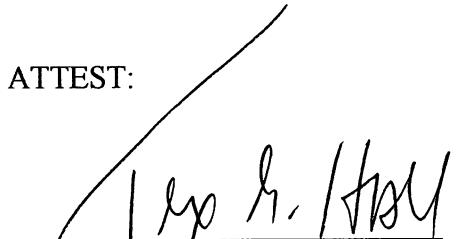
CERTIFICATION

I, the undersigned, as Secretary of the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Reservation, hereby certify that the Tribal Business Council is composed of 7 members of whom 5 constitute a quorum, 7 were present at a Regular Meeting thereof duly called, noticed, convened, and held on the 11th day of April, 2001; that the foregoing Resolution was duly adopted at such Meeting by the affirmative vote of 7 members, 0 members opposed, 0 members abstained, 0 not voting, and that said Resolution has not been rescinded or amended in any way.

Dated this 11th day of April, 2002.


Secretary, Tribal Business Council

ATTEST:


Chairman, Tribal Business Council