



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

A Resolution entitled, "Approval of the Mandan, Hidatsa and Arikara Nation Personnel Policies and Procedures Manual".

WHEREAS, This Nation having accepted the Indian Reorganization Act of June 18, 1934, and the authority under said Act and having adopted a Constitution and By-laws under said Act; and

WHEREAS, pursuant to Article III, Section 1 of the Constitution and By Laws of the Three Affiliated Tribes, the Tribal Business Council is the governing body of the Tribes; and

WHEREAS, pursuant to Article VI, Section 5 (l) of said Constitution, the Tribal Business Council has the power to adopt resolutions regulating the procedures of the Tribal Business Council and other Tribal agencies and Tribal officials on the Reservation; and

WHEREAS, the Tribal Business Council has authority according to the terms of the said Constitution to adopt a personnel policies and procedures manual; and

WHEREAS, the Tribal Business Council is required according to the terms of its federal and state contracts to adopt a personnel policies and procedures manual; and

WHEREAS, the Tribal Business Council adopted the Three Affiliated Tribes Personnel Policies and Procedures Manual on December 9th, 1976 pursuant to Resolution 76-312; and

WHEREAS, said personnel policy and procedure manual is obsolete and needs to be amended, updated and revised.

NOW THEREFORE BE IT RESOLVED, that the Tribal Business Council of the Three Affiliated Tribes hereby adopts the attached Mandan, Hidatsa and Arikara Nation Personnel Policy and Procedure Manual which shall become effective and be implemented immediately upon adoption and certification of this Resolution.

BE IT FURTHER RESOLVED, that the Personnel Policies and Procedures adopted pursuant to Tribal Resolution #76-312 and any amendments thereto are hereby repealed and of no further force or effect.



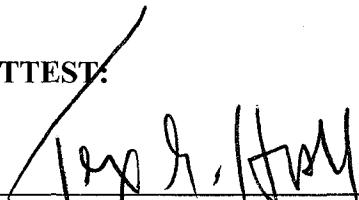
CERTIFICATION

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 8th day of April, 2004; that the foregoing Resolution was duly adopted at such Meeting by the affirmative vote of 7 members, 0 members opposed, 0 members abstained, 0 members not voting, and that said Resolution has not been rescinded or amended in any way.

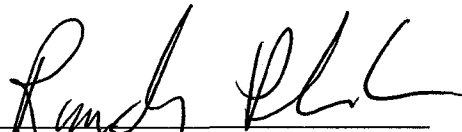
Chairman [] voting. [] not voting.

Dated this 8 day of April, 2004.

ATTEST:



Chairman, Tex G. Hall
Tribal Business Council



Executive Secretary, Randy Phelan
Tribal Business Council