

employment for tribal members. Seconded by Jack Retasket. Discussion: John Miller asked if we are going to insure the employees that they will have an opportunity in another enterprise. Dan Van Otten asked if in the personnel policies don't the employees have any priority re-entry rights. Mike stated their positions are being eliminated. Dan Van Otten stated he is asking about the employees that are in those positions, for instance if Dan decides he wants to hire somebody else out at the Smokehouse. Bud stated he feels you need to follow the policy. Mike stated he will find out. Dan Rilatos stated that Wayne just mentioned that one of the employees resigned effective as of Tuesday, is this going to allow her for the extra two weeks. Tim stated no. Tim stated make sure you make it clear, too that this is no reflection on the employees, that this is management controlled. Wayne stated that when you talk about Peggy, she has been one of his most valuable employees out there, and he would hate to have to call her and tell her she is not getting any extra pay, just because she said she was going to quit. John Miller asked Wayne if she has turned in her resignation. Wayne stated there is no written resignation, it was just verbal. John stated then this is no big deal, she has not really resigned. Lisa Brown asked if STEDCO has an Incentive Program or a Reward Program for employees who put input in to correct problems, to note discrepancies, and things like that, this would be to commend employees. Jack stated we do not. Lisa asked if the Commission thought it would be a good idea to implement something like this. Dan Van Otten stated this would be a great idea. Lisa stated she feels there are a lot of people who are afraid to step forward about situations they see happening and feels that if more incentives were offered then more people would put in their two cents to make things work. Bud stated this would be a bonus program. Bud stated that where he is employed it is operated like this, and works real well. Motion approved 9 - yes, 0 - no, 0 - abstain.

MOTION #7 - Ed Sondenaa moved to enter executive session to discuss property matters & personnel matters. Seconded by Dan Rilatos. Motion approved 9 - yes, 0 - no, 0 - abstain.

(Lillie & Dan Van Otten had to leave at 3:00 p.m.)

John Miller stated he does not feel Jim Clark will go over there representing Teufel.

Lillie asked that, of all the companies that were visited, are there any that are going to get in the European market and if not, why aren't they hitting this market.

Mike stated they are, this would be the ones we have been selling to. Mike stated these companies are already shipping to the European market.

Tim asked what the average profile is on revenue for the 1200 wholesalers here in the United States.

John Baker stated struggling in terms of how much they actually generate, in terms of sales. John stated they have to be anywhere between \$1

million and \$4 million in sales. John stated they are mostly smaller, they are not gigantic, they are in a space about as big or smaller as your space here, in terms of the whole building, and much smaller in some cases. John stated that 2 or 3 of them said that the market is very tight, and margins are smaller and dwindling all the time. John stated that one of them was just re-organized and just about declared bankruptcy.

Tim stated that the revenues you've got generated here, and if you plan to do double this, the G & A from STEDCO is going to pull you under.

John stated there is no margin, and there is a lot of expenses.

Bud stated at this time he would like to have a motion to move into executive session.

MOTION #4 - Dan Van Otten moved to enter executive session to discuss Evergreen. Seconded by Ed Sondenaa. Motion approved 9 - yes, 0 - no, 0 - abstain.

MOTION #5 - Dan Van Otten moved to return to regular session. Seconded by Dan Rilatos. Motion approved 9 - yes, 0 - no, 0 - abstain.

MOTION #6 - Dan Van Otten moved to close down the current Evergreen operation, and that the Executive Director solicit proposals for alternatively structured Evergreen programs that will generate revenues for STEDCO, and provide

MOTION #8 - Dan Rilatos moved to return to regular session. Seconded by Tim Viles. Motion approved 7 - yes, 0 - no, 0 - abstain.

Tim discussed the need to have a process to identify and discuss possible ventures, and a process to rank the ventures we have already seen.

John Miller stated he thinks you could have an actual agenda item. John stated you would just set aside a section of the meeting for this.

Mike related to the Commission he will not be here on May 9th and asked if they would like to reschedule the Commission meeting for a different date.

Discussion was held on when to schedule the next meeting. The Commission decided to leave the meeting on the regular scheduled meeting day of May 9th.

MOTION #9 - Jack Retasket moved to adjourn. Seconded by Tim Viles. Motion approved 7 - yes, 0 - no, 0 - abstain.

Ed Sondenaa
Ed Sondenaa, Secretary



Remember Your Father on June 21!!!

Tribal Council Time Sheets

TRIBAL COUNCIL TIMESHEET

Name: Bensell Breon North 344 Employee: 113

DATE	TRIBAL COUNCIL MEETING	COMMITTEE MEETING	PROGRAM DUTIES	OTHER EXECUTIVE DUTIES	TRAVEL TIME	EXPLANATION
3-21	10					Council Meeting
3-22			2 1/2			Solomon Gaming
4-3			1			Reading Packets
4-5			1			Reading Packets
4-7			1			Reading Packets
4-10						Reading Packets
4-12			4			Gaming Meeting Sol
4-14			6 1/2			Ocean Tribes Union
TOTAL	10		11 1/2			Total hours: 26 x \$7.56 = \$197.56

Signature: Bensell Breon Date: 4-15-92
Approval: Mary Fisher Date: _____

TRIBAL COUNCIL TIMESHEET

Name: Mary Fisher North 344 Employee: 221

DATE	TRIBAL COUNCIL MEETING	COMMITTEE MEETING	PROGRAM DUTIES	OTHER EXECUTIVE DUTIES	TRAVEL TIME	EXPLANATION
3-7				3/4		pat
3-9				1 3/4		char. dev. canyon house
3-10	4 1/4			1		ag. mtg. char. dev.
3-11				3/4		conf. house meeting, Sondenaa, North End
3-12				1 3/4		char. dev.
3-13				3 3/4		sign. doc. Sondenaa, Sondenaa, Sondenaa
3-16				3 1/2		sign. doc. Sondenaa, Sondenaa, Sondenaa
3-17				2 1/2		sign. doc. Sondenaa, Sondenaa
3-18				2 1/2		sign. doc. Sondenaa, Sondenaa
3-19				3 3/4		char. dev. Sondenaa, Sondenaa
3-20				1		char. dev. Sondenaa
3-21				3 1/4		char. dev. Sondenaa
TOTAL	4 1/4			32 1/2		Total hours: 36 3/4 x \$7.56 = \$277.83

Signature: Mary Fisher Date: 3/20/92
Approval: Ed Sondenaa Date: 3/20/92

TRIBAL COUNCIL TIMESHEET

Name: Mary Fisher North 344 Employee: 221

DATE	TRIBAL COUNCIL MEETING	COMMITTEE MEETING	PROGRAM DUTIES	OTHER EXECUTIVE DUTIES	TRAVEL TIME	EXPLANATION
4-3				9 1/4		got. doc. Sondenaa, Sondenaa
4-4				1		pat
4-6				1 1/4		sign. doc. Sondenaa, Sondenaa
4-9				1 1/2		sign. doc. Sondenaa, Sondenaa
4-9				3 1/4		sign. doc. Sondenaa, Sondenaa
4-10				4 1/4		pat. doc. Sondenaa, Sondenaa
4-12				7 1/2		Sondenaa, Sondenaa, Sondenaa
4-13				7 1/2		Sondenaa, Sondenaa, Sondenaa
4-14				2 1/2		Sondenaa
4-15				2 1/2		pat. doc. Sondenaa, Sondenaa
4-16				1 1/2		pat. doc. Sondenaa, Sondenaa
4-17				3		Sondenaa, Sondenaa
TOTAL				44 1/2		Total hours: 44 1/2 x \$7.56 = \$336.42

Signature: Mary Fisher Date: 4/17/92
Approval: Ed Sondenaa Date: 4/18/92