



SPIRIT MOUNTAIN CASINO TRIBAL MEMBER EMPLOYEE PROFILE:

Regan Dugger

JOB TITLE: Purchasing Supervisor

HIRE DATE: October, 1995

HOMETOWN: Grew up in Tacoma, Washington, but have lived in McMinnville since hire date.

BACKGROUND/EDUCATION: Attended college at Central Washington University and Highline College, both in Washington. Received A.P.P. (Accredited Purchasing Practitioner) from the National Association of Purchasing Managers and currently working toward C.P.M. (Certified Purchasing Manager) designation.

MAJOR JOB DUTIES: "With my assistant, Sandra Kirkman, we process all Purchase Requisitions/Orders for the casino and several of the other L.L.C.'s under Spirit Mountain Development Corporation. Together, we will

process almost 6,000 requests in 1999. In addition to that, we assist in sourcing, negotiations and vendor management. I also have the privilege of supervising the Receiving Team, consisting of ten clerks (three of whom are tribal members) and a Lead Clerk, along with my Assistant Buyer, Sandra, and our Food and Beverage Buyer, Floyd Ritter. I report directly to Wayne Miller, Purchasing Manager, and together we get to work on one of the best teams in the casino."

FAVORITE PART OF YOUR JOB: "My teammates. It isn't a job but a pleasure to work with all of them. I also enjoy the time it allows me to be with my 10 year old son, Christopher. It is the first job I have had where I get to take the weekends off. I also enjoy working with all of the internal customers at the casino, participating in vendor negotiations, and also being allowed to announce for various concerts and promotional events. I love the energy the crowd emits during these events, and getting them to be excited, whether they win or lose, it is a blast!"

MOST INTERESTING THING ABOUT YOUR JOB: "Negotiations. I love the challenge. I also enjoy the learning opportunities that have been given to me by the



Behind the scenes at SMC

Purchasing and Receiving is responsible for all incoming products. This includes all assets for the casino and lodge, food and beverage, gaming, office, and all other operating supplies. This department delivers food to the casino's five restaurants and beverage stations while maintaining a stock in the receiving warehouse. They unload an average of four semi-trucks per day in food and beverage and general supplies. This team of 11 receiving clerks delivers all incoming products to end users and occasionally assists in the relocation and disposal of assets such as office furniture, gaming supplies, and surveillance equipment.

The Purchasing and Receiving team is proud to have about a 30% tribal member employment. The Purchasing and Receiving team is managed by Wayne Miller and supervised by Regan Dugger.

directors, managers and human resources. They have all given me the tools I need to grow and mature into my management position."

HOBBIES: "I enjoy golfing, bowling, and Cub Scouting activities with my son. We recently discovered the joys of camping, hiking, and learning other camping and survival skills."

MOTTO OR PHILOSOPHY: "Family first. They have always been there for me, and I hope to be there for them, if they ever need me."

WHAT BROUGHT YOU WORKING FOR SMC? "The chance to be back in the Pacific Northwest, closer to my family. Also, to work with my brother and contribute to the Tribe and its members."

FAMILY: Elsie Cummins, my grandmother; Dolores and Glen Dugger, my mother and father; Christopher, my son; and Erin Reetz, Jody Dugger and Randy Dugger, my sisters and brother.

OTHER THOUGHTS: "Be thankful for what you have, for one day, it may be gone. Respect your Elders, and take care of them first."

SPIRIT MOUNTAIN CASINO WELCOMES

HOOTIE & THE BLOWFISH



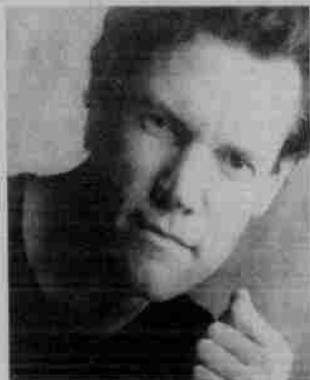
SEPTEMBER 14, 1999 • 7 P.M.

Ticket prices are \$25 and \$35, and are on sale now at Spirit Mountain Casino, all Fred Meyer Fastix locations or 1-800-992-TIXX.

RANDY TRAVIS

SEPTEMBER 16, 1999 • 7 P.M.

Ticket prices are \$30 and \$40, and are on sale now at Spirit Mountain Casino, all Fred Meyer Fastix locations or 1-800-992-TIXX.



Highway 18, Grand Ronde • www.spirit-mountain.com. No one under 21. No refunds or exchanges.

SPIRIT MOUNTAIN CASINO UPCOMING EVENTS

SATURDAY, JULY 31ST

SPIRIT MOUNTAIN LUAU

POLYNESIAN FOOD & DANCING

Food and fanfare throughout the day. The Kahunas will perform Polynesian dancing at noon, 4PM, and 9PM in the main lobby.

Curare, a steel drum band, will perform from 5PM-9PM.

A special Polynesian menu will be served at Coyote's buffet with traditional Hawaiian roasted pork.

THURSDAY, AUGUST 12TH

FREE SLOT TOURNAMENT

\$2000 IN TOTAL PRIZES

No entry fee or buy-in!

Show your Coyote Club card to enter at 10AM or 4PM.

SATURDAY, AUGUST 21ST

PRO ALL-INDIAN RODEO

AT SPIRIT MOUNTAIN ARENA

Performance at 2pm. Tickets prices are \$8 for adults.

\$4 kids age 5-10, kids 4 and under are free.

AUGUST 28TH-29TH

SPIRIT MOUNTAIN BULL BASH

AT SPIRIT MOUNTAIN ARENA

Performance at 6:30pm on Saturday and 2pm on Sunday. Tickets are \$10 in advance or \$12 at the gate. Kids 6 and under are free.

Highway 18 Grand Ronde, OR

800/760-7977 • 503/879-2350 • www.spirit-mountain.com