

**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,** The Three Affiliated Tribes (the Tribe) owns the Four Bears Casino and Lodge (also referred to herein as the Tribal gaming enterprise) in which casino style gaming and other gaming activities are being conducted under a Tribal-state compact between the Tribe and the State of North Dakota as approved by the Secretary of Interior pursuant to the Indian Gaming Regulatory Act; and
- WHEREAS,** Since July, 1993, the Four Bears Casino and Lodge has been managed by the Bruce H. Lien Co. pursuant to a disputed management agreement; and
- WHEREAS,** Bruce H. Lien Co. and the Tribe have now concluded settlement negotiations and entered into a settlement agreement which would allow the Tribe to buy out the interest of Bruce H. Lien Co. in the disputed management agreement; and
- WHEREAS,** At this time, and pursuant to the settlement agreement of the parties, the Tribe and Bruce H. Lien Co. have established a "Transition Team" and a "Shadow Management Team" which are working to allow the Tribe to be prepared to assume management of the Tribal gaming enterprise at the time of closing of the settlement agreement; and
- WHEREAS,** The "Shadow Management Team" will be composed of the Tribe's General Manager designate, its Comptroller designate, and one or two other management personnel; and
- WHEREAS,** In order to begin completion of the "Shadow Management Team", the Tribe will need to replace the General Manager of the gaming operations which position is presently filled by an employee of the Bruce H. Lien Co.; and
- WHEREAS,** The Tribe has been searching for at least two months for a desirable General Manager of its gaming facilities; and
- WHEREAS,** Through an extensive interview and background investigation process, a candidate has emerged who has sufficient experience for the Tribe to believe he will be

capable General Manager of the Tribal gaming enterprise, that individual being Roy Galyean of Las Vegas, Nevada; and

**WHEREAS,** Mr. Galyean's qualifications include the recent successful start-up and management of the Blue Water Casino in Parker, Arizona, owned by the Colorado River Tribes and operated pursuant to a Tribal-state gaming compact with the State of Arizona, as well as more than six years as general manager of Union Plaza Hotel and Casino on Fremont Street in Las Vegas;

**NOW, THEREFORE, BE IT RESOLVED,** That the Tribal Business Council of the Three Affiliated Tribes hereby employs Roy Galyean as the next General Manager of the Tribal gaming enterprise, including Four Bears Casino and Lodge; and

**BE IT FURTHER RESOLVED,** that the Tribal Business Council hereby authorizes the Tribal Chairman to execute the attached employment contract between Roy Galyean and the Three Affiliated Tribes, which calls for a base annual salary of \$90,000, and further authorizes the payment of a \$27,000 fee, equal to 30% of the total estimated annual salary of Roy Galyean, to Executive Management Resources of Las Vegas, Nevada which referred Mr. Galyean to the Tribe.


### 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, 6 were present at a Special Meeting thereof duly called, noticed, convened, and held on the 31<sup>st</sup> day of October, 1996; that the foregoing Resolution was duly adopted at such Meeting by the affirmative vote of 5 members, 0 members opposed, 0 members abstained, 1 not voting, and that said Resolution has not been rescinded or amended in any way.

Dated this 31<sup>st</sup> day of October, 1996.

Daylon Spotted Bear  
Secretary, Tribal Business Council

ATTEST:

  
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Chairman, Tribal Business Council