

**DRAFT**

**SQUAXIN ISLAND TRIBAL COUNCIL  
LITTLE CREEK CASINO  
November 11, 2009**

**Attendance:**

<b>Tribal Council</b>	<b>Dave Lopeman</b>	<b>Chairman</b>
	<b>Arnold Cooper</b>	<b>Vice Chairman</b> ( <i>absent</i> )
	<b>Pete Kruger</b>	<b>Secretary</b> ( <i>sick leave</i> )
	<b>Andy Whitener</b>	<b>Treasurer</b>
	<b>Misti Saenz-Garcia</b>	<b>1<sup>st</sup> Council Member</b>
	<b>Marcella Castro</b>	<b>2<sup>nd</sup> Council Member</b> ( <i>absent</i> )
	<b>Charlene Krise</b>	<b>3<sup>rd</sup> Council Member</b> ( <i>absent</i> )
<b>Little Creek Casino</b>	<b>Cameron Goodwin</b>	
	<b>Mark West</b>	
	<b>Michael Peters</b>	
	<b>Joe Calabrese</b>	
<b>Executive Director</b>	<b>Ray Peters</b>	
<b>Legal</b>	<b>Kevin Lyon</b>	
<b>Recording Secretary</b>	<b>Melissa Puhn</b>	

Joe shared that Mitch will be here the 22<sup>nd</sup> for the Work Session. Then will fly home to Michigan. They are preparing a house for him to stay until he is able to find a place to live.

The northwest poker championship is this weekend. There are 24 tables and 24 dealers. 100K winner for first prize. Everyone is welcome, it will be held in the events center.

Started painting the casino, invited Council to take a look. Mark will have the logos; using tribal art printed and mounted to a posterboard and framed to be used as art on the floor. The cage remodel is much better.

Entertainment in starlight is being revised. The sports bar numbers are going up.

Discussed a casino analysis position. Having an in-house position would save the casino money.

Cameron handed out the financial statement that is provided to the auditors and Bank of America. They have almost \$1M increase in gaming revenues from September.

Discussed the 5% profit sharing benefit with employees. Looking in to changing the benefit slightly.

Septembers EBITDA came excellent and is increased from last year. The year to date is higher than last year, increasing gaming revenues by 9.3% over last year. Very strong for Washington and even better for outside of Washington considering the economy. Non gaming revenues came in at 6.7% over last year. 8.6% increase total revenue from last year. Good strong numbers.

Operating expenses have increased but only a 7.7% in expenses from last year. The revenues are growing faster and higher than the operating expenses. EBITDA is increased by 1.9M from last year.

## SQUAXIN ISLAND TRIBAL COUNCIL/LCC MEETING

Cameron shared the income statement by department; the rolling 12 month EBITDA which looks good; total coin-in; table games dropped for September. Headcount for 2009 is above every month for 2008. For the last 9 months the EBITDA has been above 9M.

October revenues are strong, comparing to September they are higher.

Mark West provided an operations report: see attached.

Mark discussed the incentives and duties of the casino host and how they will accommodate the high end players. Will train the host/hostess.

Discussed the poker tournament and the lottery system. LCC had their logo on the scratch tickets; losing tickets enter the participant in to the tournament. Very successful marketing.

Class II machine update was provided by Mark: see attached.

Mike Peters provided a hotel update: see attached.

Mike pointed out that the hotel ended up with 11.6% revenue growth from last year.

Hosted their last dog show until they decide how to appropriately handle dogs. Still working out issues of charging the group for clean up.

Collecting food for the food bank. SIT food bank will be the primary recipient and Mason County also will receive.

Andy stated that he notices the signs advertising "gold and silver" is being bought at the Casino. He worries about a vendor running a business out of the casino. Mike stated that the casino rents that vendor a room and there is no liability on the casino. There might be a perception issue though, Mike asked that there needs to be further discussion about who to exclude. Discussed putting on a requirement for advertising; something that looks nice if the casino name will be used.

Misti asked about the hotel workers hours being cut. Mike stated that its seasonal and occupancy is really low so there is a reduction in hours. Everybody in the hotel had their hours reduced, similar to a few months ago when all hotel employees were asked to increase their hours, due to seasonal. The hotel staff needs to fluctuate with the season.

Mike provided a marketing update. Martin Meyers has been doing a good job and presented last week an outline on what they are working on. Takara Thale is doing the marketing and events. Mike stated that right now they do not need any acts since there are so many banquets going on now. She has been working with promoters, along with Martin, discussing dates and performers. Takara will be the coordinator but a group of people will choose the acts.

The marketing director position has been advertised and Joe will bring it to the work session at Tulalip.

Joe briefed on a few of the marketing ideas that are going on.

## SQUAXIN ISLAND TRIBAL COUNCIL/LCC MEETING

Misti asked about Red Circle Agency. Mike stated they have met and discussed marketing with them and others.

Mike reported on resort sales, projecting a good holiday season. Still struggling a little bit on overall sales and that will be addressed. Hiring an administrative assistant in resort sales and will address that issue, along with the hiring of a new marketing director and CEO.

LCCR has ordered turkeys and included tribal and IEI. Will do a gift tree around Christmas.

Facilities has been busy. From an overall budget point of view they have come in below prior year expenses.

Ray brought up power outages and giving a base rate to elders at the hotel. He knows they probably cannot give rooms away, but Council would like to see something available. Mike stated that the hotel has no issues with the concept through the emergency management system, to use this facility. But they do not want to designate responsibility. Ray stated that for the elders, triggered by a power outage. Elders would pay for the rooms but at a reduced rate. The casino is supportive but needs a very clear policy. Andy suggested that if the EOC is activated, then have it available. Cameron suggested that the EOC should be able to hand out coupons for hotel rates. The base rate is not the issue, but how does it get handed out. Cameron suggested that law enforcement could hand out certificates to the elders during an outage.

Joe explained the reduction in hours and how many were affected. He stated that all employees are well aware of this reduction and it happens every year. Discussed the letter signed by Dave in regards to sick time. Employees will be written up if they do not call out; proper steps need to be taken. But staff is encouraged to stay home when sick, but it will be tracked and need to follow the call out procedure. May be asked to bring in a doctors note.

Mike reported on food and beverage: see attached.

At the start of the fiscal year, they had the initiative to get F&B costs under control. With the financials, that was succeeded. Increased revenues of 680K and saved about 670K; serving more people with less food resulting in reducing the loss significantly. Got purchasing under control, buying the best product in correct quantities. Efficient in staffing and management of the kitchen.

Will work on cost control of the beverages for this next fiscal year. Working on moving the starlight to a sports theme lounge. So far the improvements has shown good results. Mike has a goal of seeing a 20% increase for this year. Ray asked about off track betting.

Mike stated that just this week they moved the espresso stand from the old lobby to the new lobby, as a test run to see exposure. So far it has been positive. People have commented about the free coffee that has been taken away, and now being charged for. Test it for a month and evaluate it.

The old lobby location might become a box office for ticket sales, just discussion at this point.

New buffet chef was hired and doing an excellent job. He has established a calmness about the kitchen. Working on improving the desserts.

## **SQUAXIN ISLAND TRIBAL COUNCIL/LCC MEETING**

Joe reported on HR; steady headcount. See attached.

Joe shared a press release on Mitch that he would like to put out to the staff. He asked if Council minded if he shared that with staff. Dave doesn't see an issue with it. Andy would like to look at it.

Ray will contact Kevin with permission for that press release.