

***DRAFT***

**SQUAXIN ISLAND TRIBAL COUNCIL  
ISLAND ENTERPRISES, INC.  
LITTLE CREEK CASINO  
November 28, 2007**

**Attendance:**

<b>Tribal Council</b>	<b>Jim Peters</b>	<b>Chairman</b> ( <i>left at 10:30</i> )
	<b>Arnold Cooper</b>	<b>Vice Chairman</b>
	<b>Vince Henry, Sr.</b>	<b>Secretary</b>
	<b>Russell Harper</b>	<b>Treasurer</b>
	<b>Will Penn</b>	<b>1<sup>st</sup> Council Member</b>
	<b>Pete Kruger</b>	<b>2<sup>nd</sup> Council Member</b>
	<b>Charlene Krise</b>	<b>3<sup>rd</sup> Council Member</b>
<b>Executive Director</b>	<b>Ray Peters</b>	
<b>Deputy Director</b>	<b>Whitney Jones</b>	
<b>Legal Counsel</b>	<b>Kevin Lyon</b>	
<b>LCOB</b>	<b>David Whitener, Jr.</b>	
	<b>Joe Peters</b>	
<b>Little Creek Casino</b>	<b>Cameron Goodwin</b>	
	<b>Mark Chandler</b>	
	<b>Terry Mehl</b>	
	<b>Mark West</b>	
<b>Island Enterprises</b>	<b>Bryan Johnson</b>	
<b>Recording Secretary</b>	<b>Melissa Puhn</b>	

Ray would like to add the following topics to the agenda; invoices regarding government/casino, Steamboat Island property questions, and loan covenant update.

**LITTLE CREEK CASINO**

Terry went over the marketing report; Passports to Paradise. (See LCOB Report attached.) He briefed on marketing, promotions and advertising. Mark West went over the gaming report. (See attached.) Mark reported on the Christmas hours; during New Years will be open three days straight, and is working on staffing for that time of extended hours. Mark briefed on keno, poker (which has received a facelift), class II gaming (installing new games on this venue), quarterly bingo had higher than expected participation of 260-270 attendees on Friday night. Good turnout in the events center. Saturday morning had 70-80, 120 in the afternoon, and 170 that night; and made about \$15K, plus \$2500 in food and pull tabs sales. Areas could be improved but did well for the first attempt. Received positive and negative feedback; although the negative was limited. Good steady weekend. Mark reported on pull tabs. Looking forward to getting through this holiday season, anticipating new years.

Charlene inquired about any incentives that will encourage employees to work the late/overnight shift during the holidays. Cameron stated that the casino does provide non compensation help for employees; he and management will buss tables, deal cards, etc. Council is welcome to help. Employees also have a blackjack tourney during the five days of Christmas; special lunches, desserts, pizza; HR gathers small gift items; tournaments, etc. Jim would like the Casino schedule

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emailed to Council, so they can schedule in time to buss tables, deal, etc. Davey asked of LCOB and Council is included on their mailing list. Direct mail will be provided to Council and tribal members.

Ray inquired about a marketing campaign utilizing transit buses. He asked why transit busses are being used; Cameron stated that they use those as an avenue by zip code of patrons.

Charlene asked about the NWIFC Meeting here that was on TV, she asked if when people come here for meetings, could there be a special packet to be provided for meetings. It was on several days this past week.

Christmas decorating has begun last Friday, bought an additional 15 Christmas trees and will be doing indoor and outdoor decorations.

Jim asked about other hotels that do a Christmas tree auction as a fundraiser.

Terry reported on food and beverages. See attached report. Gaming expansion was completed early.

Discussed Ballys, MGAM, IGT and Multimedia; competition.

Mark Chandler went over the slot machines and food sales. Went over cash flow and the summary income statement for the month ending October 31.

Cameron wanted to bring up the LCC increase and Christmas bonus. Did a per employee analysis; currently 690 employees. Only have 362 employees who are eligible for merit increase. After going through this and the impact to payroll will be a lot less than expected. Cameron went over the different groups of employees and the reasons why only 362 are eligible. \$530K total would be the 5% increase along with the minimum wage increase. Of the 690 employees, everyone is given a \$50 bonus, and an additional \$2/month of employment. \$176K for Christmas bonuses. Cameron will come back to Council tomorrow for this consideration. The new hires and transfers will not receive a merit increase if they are still in the 90 day probation period. Council would like to see some sort of criteria regarding how this merit is distributed amongst employees.

Cameron went through the electronic and non electronic gaming charts. Discussed the potential of tribal bingo night in April.

Went thought the charts outlining the gaming, non gaming, operating expenses, performance, payroll, hours, number of employees and costs of goods sold.

Discussed tribal art, ways to sell; consignment. Discussion only.

Ray wanted to discuss the loan covenant.

Briefly discussed Don L. Whitener and economic developments. Ray will direct him to Cameron. Ray would like to see a feasibility study on the Steamboat property.

Mark Chandler reported on the audit.

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Ray emphasized that the communication between gov't and LCC in regards to finance needs to be strengthened. The communication needs to be open. Invoicing was brought up; in a few cases invoices have been omitted or delayed.

Will inquired about the property proposal at Steamboat. Ray stated that Council would like to see a feasibility study on that property. LCOB and Council do not have enough information to make a decision. Discussion on jurisdiction, neighboring property owners, potential expenses and competition.

Kevin updated on the Colville Appendix.

Joe, Desi, Davey, Cameron, Terry, Mark C., Mark W left at 12:30 p.m.

Executive Session.

Kevin reported on the status of Franks Landing. Kevin spoke of the Squaxin Island compact regarding retail properties. Kevin recommended the first of the year for opening the store. Any earlier opening presents some risks. Bryan reported on IEI progress of opening and operating the systems, purchasing the inventory, etc. at Franks Landing. Kevin recommended to have everything ready by 12/6; will have gov't leases ready for Council and he will prepare a compact amendment. At Councils direction he will start the groundwork for the land swap.

Bryan shared some handouts that will be presented to the IEI Board; GA Andron expenses.

Discussed sexual harassment training. A training schedule can be proposed for a campus wide policy and training.

Bryan discussed the KTP budget.

Bryan commented that he was asked by IEI Board to develop a performance budget for the branded station across the highway. An RFP for funding has gone out to the community, and a tribal member has applied. Will provide once the tribal member has reviewed.

Bryan finished at 1:45

Kevin provided the inter-governmental agreement with the DOL on the motor vehicle fuel tax. With Councils approval, Kevin will prepare for signature at tomorrows Council meeting. With TC permission, Kevin will go back to the assistant attorney general, and accept the agreement. Kevin will provide a final copy for Councils signature tomorrow.