

**DRAFT**

**SQUAXIN ISLAND TRIBAL COUNCIL  
LITTLE CREEK CASINO  
December 10, 2008**

**Attendance:**

<b>Tribal Council</b>	<b>Dave Lopeman</b>	<b>Chairman</b> ( <i>absent 10:30 – 11:07</i> )
	<b>Arnold Cooper</b>	<b>Vice Chairman</b>
	<b>Vince Henry, Sr.</b>	<b>Secretary</b> ( <i>absent 9:52-10:26 a.m.</i> )
	<b>Russell Harper</b>	<b>Treasurer</b>
	<b>Misti Saenz-Garcia</b>	<b>1<sup>st</sup> Council Member</b> ( <i>travel</i> )
	<b>Marcella Castro</b>	<b>2<sup>nd</sup> Council Member</b> ( <i>travel</i> )
	<b>Charlene Krise</b>	<b>3<sup>rd</sup> Council Member</b> ( <i>absent</i> )
<b>Tribal Gaming</b>	<b>Desi Smith</b>	
<b>Executive Director</b>	<b>Ray Peters</b>	
<b>Little Creek Casino</b>	<b>Cameron Goodwin</b>	
	<b>Mark West</b>	
	<b>Mark Chandler</b>	
	<b>Vincent Santiago</b>	
<b>Recording Secretary</b>	<b>Melissa Puhn</b>	

Cameron handed out their report (see attached).

Mark Chandler went over the income summary for the month ending November. “Black Friday” was the best weekend and best Friday the property has ever had. The gift giveaway was a success. See the attached report.

Vince Santiago went over the “No Bills” promotion. They have a cap of \$3,000/ month for mortgage, up to \$500 on car payments, totaling \$36,000 for the year. Includes free buffet for two, once/week.

Good revenue numbers for November.

Discussed jackpots. Would like to put up a meter with up to date winnings of the year, month and date.

Mark continued through the financials for the prior month and current month so far- see attached.

Mark West went over the Operations Report of electronic games, table games, keno, poker, class II & bingo and pull tabs. See attached report.

February 21-22 is the next pow wow. Discussed lay-out and flow. Will have Squaxin vendors inside the events center, other vendors will be outside in tents. Discussed traditional games during the pow wow. Casino working in building and increasing the size of the pow wow over the years.

Discussed the discussion with IGT.

Cameron went over hotel revenue, occupancy, promotion packages and facilities. See attached.

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Cameron went over the toy/coat drive. Have collected over two hundred coats and countless toys. Those will be distributed to SIT ICW first, second Kim is looking in to other organizations who are needing donations. Local first. Gave 1800 pounds of food to the SIT food bank.

Ray shared that 1% is needing to do another PR event and would like to hook up with Vince and plan something. Dinner inviting all recipients. Looking for ideas on the best way to do that. Would like to try to do that during Jan/Feb.

Quick report on food & beverage; eliminated employee drinking and saw a drop in that area. Thanksgiving went well, about twice as good as last year. Had about 1500 people through the events center for dinner. Next year they may do reservations.

Holiday parties are being planned, have about 4,100 banquet meals so far scheduled.

Working with the Visitors and Convention Bureau on raising the Shelton per diem rate to match Olympia. Next year WIGA is going to Tulalip. Heidi Buss, WIGA planner is willing to come and do the IGRA and training and certification courses for Council during January and February depending on schedules. She also would like to bring any other meetings and trainings that she does. This will be a training for Council. Discussed the possibility of brining in staff and LCOB members for training as well; Ray suggested that at minimum have LCOB be involved. Could stretch it in to three days, two for Council and one day for staff. Kevin should be included as well at Ray.

Vince went over the marketing incentives. Did not give away al of the tool kits and spa sets, but will put aside for another promotion at a later date. Discussed the next promotion of the snowman cookie plates. See attached.

Vince went over marketing, strategies, future marketing initiatives, advertising and entertainment.

Cameron went through the compliance report. See attached.

Cameron went through the HR report; see attached. The five days of Christmas begins 12/22: they will have poker and blackjack tournaments for employees, ice cream & pizza days, massage days for employees.

Facilities report, see attached.

Discussed the cash-in machine transition.

Cameron brought up the employee promotion bonuses, and the merit increases. Council approved the 1.8% merit increase. They are discussing either backdating, or increasing. Discussed putting that amount in to one large lump sum payment for Christmas. Advantage is it will get it out all at once and it will not be reflected as a "COLA" but more as a "bonus." It is about \$313K. This would be a larger benefit to the lesser paid employees where 1.8% is not a high increase for an \$8-10/hr employee. The holiday bonus is for \$100 for full time, \$50 for part time, and \$4/month of employment. But, would like to take 1% of EBITDA and divide it out to employees based on hours

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worked that year, and add the 1.8% “bonus” would be a nice addition to employees. Using the EBITDA would reflect the performance of the casino to the employees. Performance Bonus.

Cameron needs Council approval on the structure of the 1% of EBITDA distribution. Council will need an analysis of the past performance was and for their consideration they will need to know what possible negative impacts that may have. This year Cameron presented 1% of EBITDA distributed by hours worked by employees as a performance bonus. This will go to LCOB for consideration. Ray will call a LCOB meeting next week for this approval. December 16<sup>th</sup> at 10am.

Russell asked about after school youth employees. During banquets and high events, they look at part time employees, looking at other organizations such as WorkSource, and youth in tribal community who can work after school and during Christmas Break. Would like to work with Russell and Patti to see what they can do and how to hire youth for part time workers. Cameron and Russell will work on this and present to Council once something is put together.

Cameron reported on a complaint letter from a patron and the extent the casino will go to make it right with her.

Ray reported that Kevin requested that they move forward with licensing LCOB (class II primary management official through TGA). There will be minimal submission to the NIGC.

Ray reported that LCOB will meet next week to discuss the Christmas bonuses, and then a Council phone poll will be done.

Ray reported that he and Bobby have been working with FNGA (First Nations Golf Assoc) and they would like to visit the site next week and would like to stay at the Hotel. FNGA has initially stated they will finance about half, but may finance the entire project. It will be worthwhile for Council to meet this guy over dinner. If this works out, he would like to start work this spring.

Desi reported on the external audit and is on track to submit by the end of the year.