NATIONAL
INDIAN
GAMING
COMMISSION

FEB 3 2000

Kathryn L. Tierney, Attorney
Bay Mills Indian Community
12140 West Lake Shore Drive
Brimley, Michigan 49715

Dear Ms. Tierney:

This letter responds to your request to review and approve the amendment to the Gaming Commission's Rule #12: Restrictions on Gaming Activity by Employees of Gaming Facilities. The amendment to the rule was adopted by the Community on November 8, 1999. This letter constitutes approval under the Indian Gaming Regulatory Act (IGRA).

Thank you for submitting the amendment to the tribal gaming ordinance of the Bay Mills Indian Community for review and approval. The National Indian Gaming Commission staff and I to look forward to working with you and the Community in implementing the IGRA. If you have any questions or require further assistance, please contact Ms. Frances Fragua at 202/632-7003.

Sincerely yours,

Montie R. Deer
Chairman

1441 L STREET, N.W. 9TH FLOOR WASHINGTON, D.C. 20005 TEL.: 202-632-7003 FAX: 202-632-7066

BAY MILLS INDIAN COMMUNITY

GAMING COMMISSION RULES

RULE 12: RESTRICTIONS ON GAMING ACTIVITY BY EMPLOYEES OF GAMING FACILITIES

(a) **Slot Machine Gaming Prohibited.** No person holding one of the following positions, or their equivalent, at a gaming facility licensed by the Commission shall engage in any gaming activity at any such licensed facility:

(1) General Manager of Casino Operations.

(2) Assistant Manager/ Head Shift Manager.

(3) Director of Surveillance.

(4) Surveillance staf.

(5) Slot Technician.

(6) Slot Attendant.

(7) Slot Manager.

(8) Key employee or primary management official who is on duty or in uniform.

(9) Any employee with access to the Smart System.

(b) **Table Games Prohibited.** No key employee or primary management official will be permitted to play table games at any time.

(c) **Penalty for Violation.** Any person subject to this Rule shall be subject to license suspension or termination by the Gaming Commission under sec. 6.8(A)(8) of the Gaming Ordinance.

CERTIFICATION

This is to certify that the above Gaming Commission Rule #12, as amended, has been reviewed and approved at a meeting of the Bay Mills Executive Council held at Bay Mills, Michigan, on the 8th day of November, 1999, with a vote of _3__ for, _0__ opposed, _1__ absent, and _1__ abstaining. The President must abstain except in the event of a tie.

Terry E. Carrick, Secretary

Amended 11-8-99