HO-CHUNK NATION LEGISLATURE

Governing Body of the Ho-Chunk Nation

********RESCINDED RESOLUTION********
HO-CHUNK NATION LEGISLATURE
EMPLOYEE APPRECIATION BONUS
RESOLUTION 12-08-09 A

WHEREAS, on November 1, 1994, the United States Secretary of the Interior approved a new Constitution for the Ho-Chunk Nation, formerly known as the Wisconsin Winnebago Tribe; and

WHEREAS, the Ho-Chunk Nation ("Nation") is a federally recognized Indian Tribe, organized pursuant to the Indian Reorganization Act of 1934; and

WHEREAS, Article V, Section 2(a) of the Ho-Chunk Nation Constitution ("Constitution") grants the Ho-Chunk Nation Legislature ("Legislature") the power to make laws, including codes, ordinances, resolutions, and statutes; and

WHEREAS, Article V, Section 2(d) of the Constitution grants the Legislature the power to authorize expenditures by law and appropriate funds to the various Department s in an annual budget; and

WHEREAS, Article V, Section 2 (f) of the Constitution grants the Legislature the power to set the salaries, terms and conditions of employment for all governmental personnel; and

WHEREAS, Article V, Section 2(x) of the Constitution grants the Legislature the power to enact any other laws, ordinances, resolutions, and statutes necessary to exercise its Legislative powers delegated by the General Council pursuant to Article III including but not limited to the foregoing list of powers; and

WHEREAS, although best known for the Wisconsin Dells Area Ho-Chunk Casino, Hotel, and Convention Center, the Ho-Chunk Nation enterprises are comprised of a wide variety of businesses, including entertainment, tourism, healthcare, retail, and more; and

WHEREAS, the Ho-Chunk Nation is one of Wisconsin's largest employers and employs well over 3,000 employees; and

WHEREAS, the Ho-Chunk Nation Legislature has a great appreciation for all its employees have done to make the Ho-Chunk enterprises and government a success; and

WHEREAS, the Employment Relations Act ("ERA") defines a full-time employee as "[a]n employee who regularly works a minimum of thirty-two (32) hours per week on a continuous basis following a probationary period."; and

WHEREAS, the ERA defines a part-time employee as "[a]n employee who has completed a satisfactory probationary period and regularly works less than thirty-two (32) hours per week on a continuous basis.": and

NOW THEREFORE BE IT RESOLVED, that the Ho-Chunk Nation Legislature, pursuant to its constitutional authority, hereby authorizes a one-time $300.00 employee appreciation bonus for every full-time employee of the Nation.

BE IT FURTHER RESOLVED, that the Ho-Chunk Nation Legislature, pursuant to its constitutional authority, hereby authorizes a one-time $200.00 employee appreciation bonus for every part-time employee of the Nation.

Executive Offices
W9814 Airport Road P.O. Box 667 Black River Falls, WI 54615
(715) 284-9343 Fax (715) 284-3172 (800) 294-9343

BE IT FURTHER RESOLVED, the Ho-Chunk Nation Legislature, pursuant to its constitutional authority, hereby authorizes a one-time $100.00 employee appreciation bonus for every employee on probation, Limited Time Employment ("LTE") and Contract Employee with less then one year of service.

BE IT FURTHER RESOLVED, that the employee shall be responsible to pay all of the employee's federal withholding taxes, social security taxes, state taxes, and any other applicable taxes that result from the employee appreciation bonus other than FIC as required by the Internal Revenue Service regulations and retirement contributions.

BE IT FURTHER RESOLVED, that the Ho-Chunk Nation Department of Treasury or other Departments shall not deduct any money from the employee's appreciation bonus to pay off any debts the employee owes to the Nation.

BE IT FURTHER RESOLVED, that the Ho-Chunk Nation Department of Treasury or other Departments shall not deduct from this employee appreciation bonus nor shall the employee owe payments for insurance or other employee benefits.

BE IT FURTHER RESOLVED, that to be eligible for this employee appreciation bonus the individual must have been an employee with the Ho-Chunk Nation as of December 1, 2009.

BE IT FURTHER RESOLVED, that if an individual is employed by a Limited Liability Company of the Nation, he/she shall not be included for this employee appreciation bonus.

CERTIFICATION

I, the undersigned, as Tribal Secretary for the Ho-Chunk Nation, hereby certify that the Legislature of the Ho-Chunk Nation, composed of **13 members**, of whom **11** constituting a quorum were present at a meeting duly called and convened and held on the **8th day of December, 2009**, that the foregoing resolution was adopted at said meeting by an affirmative vote of **10 members, 1 opposed, and 0 abstaining**, pursuant to the authority of Article V, Section 2(a) and (x) of the Constitution of the Ho-Chunk Nation approved by the Secretary of the Interior on November 1, 1994, and that said resolution has not been rescinded or amended in any way. I further certify that this is a verified copy of said resolution.

Hope B. Smith 12-08-09

Hope B. Smith, Tribal Secretary Date