

KEWEENAW BAY INDIAN COMMUNITY

**Keweenaw Bay Tribal Center
16429 Beartown Road
Baraga, Michigan 49908
Phone (906) 353-6623
Fax (906) 353-7540**

2019 TRIBAL COUNCIL

WARREN C. SWARTZ, JR., President
GARY F. LOONSFOOT, JR., Vice President
SUSAN J. LAFERNIER, Secretary
TONI J. MINTON, Assistant Secretary
DOREEN G. BLAKER, Treasurer


ROBERT "R.D." CURTIS, JR.
DALE F. GOODREAU
RANDALL R. HAATAJA
KIM KLOPSTEIN
MICHAEL F. LAFERNIER, SR.
RODNEY LOONSFOOT
ELIZABETH D. MAYO

**MINUTES
KEWEENAW BAY INDIAN COMMUNITY
SPECIAL COUNCIL MEETING
BIG BUCKS BINGO HALL
THURSDAY – JANUARY 17, 2019 – 9:00 A.M.**

APPROVED

MAR 07 2019

KBIC PRESIDENT'S OFFICE

SIGNATURE: 

- A. Date: January 17, 2019
- B. Call to Order: President Swartz called the meeting to order at 9:15 a.m.
- C. Invocation: Lord's Prayer and a Prayer by Rodney Loonsfoot
- D. Roll Call: Present: Warren C. Swartz, Jr., President
Gary F. Loonsfoot, Jr., Vice President
Susan J. LaFernier, Secretary
Toni J. Minton, Assistant Secretary
Doreen G. Blaker, Treasurer
Robert R.D. Curtis, Jr.
Dale F. Goodreau
Randall R. Haataja
Michael F. LaFernier, Sr.
Rodney Loonsfoot
Elizabeth D. Mayo
- Absent: Kim Klopstein
- E. Declaration of Quorum: President Swartz declared a quorum present and proceeded with the order of business.
- F. Approval of Agenda: January 17, 2019
- Deletion: I. Sarah Smith, CEO – Weekly Update
- Additions: Old Business- 1. Elizabeth Mayo – Government Shutdown (27th day) and the effects on KBIC Programs
- New Business- 2. Gary Loonsfoot, Jr., Vice President – NCAI Executive Session in Washington D.C.
3. President Swartz – b) Appellate Justice Appointment

MOTION MADE BY TONI J. MINTON TO APPROVE THE AGENDA WITH THE CHANGES. SUPPORTED BY MICHAEL F. LAFERNIER, SR. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Kim Klopstein), MOTION CARRIED.

G. For Your Information:

1. 2019 Michigan Tribal Resource Calendar from the *Uniting Three Fires Against Violence* – a coalition recognizing Tribe's in the State of Michigan with each Tribe having a dedicated month to showcase a picture from their community

H. Approval of Meeting Minutes:

1. October 11, 2018

MOTION MADE BY GARY F. LOONSFOOT, JR. TO APPROVE THE OCTOBER 11, 2018 MEETING MINUTES. SUPPORTED BY DOREEN G. BLAKER. NINE IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ONE ABSTAINING (Rodney Loonsfoot), ONE ABSENT (Kim Klopstein), MOTION CARRIED.

2. October 16, 2018

MOTION MADE BY TONI J. MINTON TO APPROVE THE OCTOBER 16, 2018 MEETING MINUTES. CO-SUPPORTED BY DOREEN G. BLAKER AND RANDALL R. HAATAJA. NINE IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ONE ABSTAINING (Rodney Loonsfoot), ONE ABSENT (Kim Klopstein), MOTION CARRIED.

3. October 18, 2018

MOTION MADE BY ROBERT R.D. CURTIS, JR. TO APPROVE THE OCTOBER 18, 2018 MEETING MINUTES. SUPPORTED BY TONI J. MINTON. NINE IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ONE ABSTAINING (Rodney Loonsfoot), ONE ABSENT (Kim Klopstein), MOTION CARRIED.

4. October 25, 2018

MOTION MADE BY TONI J. MINTON TO APPROVE THE OCTOBER 25, 2018 MEETING MINUTES. SUPPORTED BY GARY F. LOONSFOOT, JR. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Kim Klopstein), MOTION CARRIED.

5. October 26, 2018

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE OCTOBER 26, 2018 MEETING MINUTES. SUPPORTED BY MICHAEL F. LAFERNIER, SR. EIGHT IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, TWO ABSTAINING (Toni J. Minton, Rodney Loonsfoot), ONE ABSENT (Kim Klopstein), MOTION CARRIED.

I. Larry Denomie III, Ojibwa Casinos General Manager/Weekly Update – available for your review

J. New Business:

1. Paul Mooney, Assistant Tribal Attorney –

a) Larry Denomie III, Ojibwa Casinos General Manager –

i. IGT Sales Order No. 1200715 (new copy provided to purchase without financing) and Financing and Security Agreement (deleted) for (6) Bar Top Machines for Ojibwa Casino I \$64,561.92 (from the line of credit from the Fifth Third Bank loan).

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE IGT SALES ORDER NO. 1200715 FOR THE PURCHASE OF THE SIX BAR TOPS IN THE AMOUNT OF \$64,561.92 FOR OJIBWA CASINO I. SUPPORTED BY TONI J. MINTON. NINE IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ONE ABSTAINING (Rodney Loonsfoot), ONE ABSENT (Kim Klopstein), MOTION CARRIED.

ii. Christopher Schofield, Ojibwa Casino I Slot Manager - IGT Machine Add/Change Advice Lease Order Agreement No. 1198986 for Product Request (2) Crystal Dual 27 (Participation) Machines for Ojibwa Casino I

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE IGT MACHINE ADD/CHANGE ADVICE LEASE ORDER NO. 1198986 FOR PRODUCT REQUEST OF (2) CRYSTAL DUAL 27 MACHINES FOR OJIBWA CASINO I. SUPPORTED BY GARY F. LOONSFOOT, JR. NINE IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ONE ABSTAINING (Rodney Loonsfoot), ONE ABSENT (Kim Klopstein), MOTION CARRIED.

Break: 10:57 - 11:10 a.m.

K. Old Business:

1. Elizabeth Mayo/Francis LaPointe, CFO (present) – Update Government Shutdown (27th day) and the effects on KBIC Programs Discussion. So far, there have been no problems with receiving funds.

[New Business]

2. Gary Loonsfoot, Jr., Vice President – NCAI Executive Session in Washington D.C. (first week of February 2019) an opportunity for Council members to meet with Legislators to discuss KBIC issues

Gary Loonsfoot, Jr., Doreen Blaker, and Elizabeth Mayo are willing to attend.

[Paul Mooney, Assistant Tribal Attorney]

- b) Jody L. Pittsley – J.P. Transport/Logging Business License Renewal (Logging Timber Harvest) January 3, 2019 – January 2, 2020

MOTION MADE BY ROBERT R.D. CURTIS, JR. TO APPROVE JODY L. PITTSLEY'S BUSINESS LICENSE RENEWAL FOR J.P. TRANSPORT/LOGGING. CO-SUPPORTED BY MICHAEL F. LAFERNIER, SR. AND RODNEY LOONSFOOT. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Kim Klopstein), MOTION CARRIED.

- c) Lyndon Ekdahl, NRD Systems Facility Coordinator – First Amendment to Kahkonen Excavating, Inc. Agreement for the Construction of the Community Garden Access Road and Parking Lot to extend the deadline to August 30, 2019 and other changes

MOTION MADE BY MICHAEL F. LAFERNIER, SR. TO APPROVE THE FIRST AMENDMENT TO THE KAHKONEN EXCAVATING AGREEMENT. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr.), ONE OPPOSED (Gary F. Loonsfoot, Jr.), TWO ABSTAINING (Rodney Loonsfoot, Elizabeth D. Mayo), ONE ABSENT (Kim Klopstein), MOTION CARRIED.

- d) Soumit Pendharkar, Health Administrator – Inter-Tribal Council of Michigan (ITC) Subcontractual Agreement for Indigenous Project Launch, FOA #SM-17-004, Substance Abuse and Mental Health Services Administration to hire a Child Behavior Specialist/Community Coordinator

\$70,000.00 October 1, 2018 – September 29, 2019

MOTION MADE BY ROBERT R.D. CURTIS, JR. TO APPROVE THE INTER-TRIBAL COUNCIL OF MICHIGAN SUBCONTRACTUAL AGREEMENT FOR THE INDIGENOUS PROJECT LAUNCH FOA #SM-17-004 SUBSTANCE ABUSE AND MENTAL HEALTH SERVICES ADMINISTRATION. CO-SUPPORTED BY SUSAN J. LAFERNIER AND DALE F. GOODREAU. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Kim Klopstein), MOTION CARRIED.

2. Jason Ayres, Real Estate Officer –

- a) Resolution KB-001-2019 The trust or restricted interests in a parcel of land in a descendant's estate may be purchased at probate in accordance with provisions 25 U.S.C. §2206(o)

MOTION MADE BY RODNEY LOONSFOOT TO APPROVE RESOLUTION KB-001-2019 PURCHASE OF UNDIVIDED FRACTIONAL INTERESTS. SUPPORTED BY TONI J. MINTON. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Kim Klopstein), MOTION CARRIED.

- b) Resolution KB-002-2019 Ronald T. Edwards Modification of Lease to transfer lease No. 475-23-00076-11 to husband and wife Ronald T. Edwards and Amanda M. Edwards (Non-Tribal)

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE RESOLUTION KB-002-2019 RONALD T. EDWARDS MODIFICATION OF LEASE TO ADD HIS WIFE AMANDA M. EDWARDS. SUPPORTED BY ROBERT R.D. CURTIS, JR. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Kim Klopstein), MOTION CARRIED.

3. President Swartz –

- a) Resolution KB-004-2019 National Indian Gaming Association (NIGA) 2019 Membership Dues Renewal \$7,500.00

MOTION MADE BY GARY F. LOONSFOOT, JR. TO APPROVE RESOLUTION KB-004-2019 NATIONAL INDIAN GAMING ASSOCIATION MEMBERSHIP RENEWAL. SUPPORTED BY RANDALL R. HAATAJA. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Kim Klopstein), MOTION CARRIED.

b) Appellate Justice (Court) Appointment (term ending September 30, 2019)

MOTION MADE BY DOREEN G. BLAKER TO APPOINT BRADLEY T. DAKOTA AS THE APPELLATE JUSTICE TO FULFILL THE REMAINING TERM OF WILLIAM W. JONDREAU. SUPPORTED BY MICHAEL F. LAFERNIER, SR. NINE IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ONE ABSTAINING (Dale F. Goodreau), ONE ABSENT (Kim Klopstein), MOTION CARRIED.

L. Closed Session:

1. Beth Fish, Personnel Director – Waiver of Nepotism (2)
2. Danielle Webb, Tribal Attorney – Tobacco Board Update

MOTION MADE BY GARY F. LOONSFOOT, JR. TO GO INTO CLOSED SESSION AT 12:00 P.M. SUPPORTED BY MICHAEL F. LAFERNIER, SR. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Kim Klopstein), MOTION CARRIED.

Lunch: 12:01 – 1:00 p.m.

MOTION MADE BY MICHAEL F. LAFERNIER, SR. TO GO INTO OPEN SESSION AT 1:33 P.M. SUPPORTED BY RANDALL R. HAATAJA. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Kim Klopstein), MOTION CARRIED.

MOTION MADE BY ELIZABETH D. MAYO TO ADJOURN AT 1:38 P.M. SUPPORTED BY GARY F. LOONSFOOT, JR. FIVE IN FAVOR (Gary F. Loonsfoot, Jr., Robert R.D. Curtis, Jr., Dale F. Goodreau, Rodney Loonsfoot, Elizabeth D. Mayo), FIVE OPPOSED (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Randall R. Haataja, Michael F. LaFernier, Sr.), ABSTAINING - 0, ONE ABSENT (Kim Klopstein), TIE VOTE. PRESIDENT SWARTZ VOTES IN OPPOSITION, MOTION DEFEATED.

Supervisor Assignment for the Director at the Natural Resources Department (a waiver of nepotism was requested in order to have the CEO supervise her sister but was not granted)

MOTION MADE BY GARY F. LOONSFOOT, JR. TO APPROVE THE PRESIDENT TO SUPERVISE THE NATURAL RESOURCES DIRECTOR. SUPPORTED BY ROBERT R.D. CURTIS, JR. FIVE IN FAVOR (Gary F. Loonsfoot, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Randall R. Haataja, Rodney Loonsfoot), THREE OPPOSED (Susan J. LaFernier, Doreen G. Blaker, Michael F. LaFernier, Sr.), TWO ABSTAINING (Dale F. Goodreau, Elizabeth D. Mayo), ONE ABSENT (Kim Klopstein), MOTION CARRIED.

Supervisor Assignment for the Office Assistant at the KBIC Solid Waste Management Facility (a waiver of nepotism was requested in order to have the Solid Waste Facility Manager supervise his sister but was not granted)

MOTION MADE BY TONI J. MINTON TO APPROVE THE GENERAL MANAGER TO SUPERVISE THE KBIC SOLID WASTE MANAGEMENT FACILITY OFFICE CLERK. SUPPORTED BY GARY F. LOONSFOOT, JR. EIGHT IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot), ONE OPPOSED (Doreen G. Blaker), ONE ABSTAINING (Elizabeth D. Mayo), ONE ABSENT (Kim Klopstein), MOTION CARRIED.

M. Adjournment:

MOTION MADE BY RODNEY LOONSFOOT TO ADJOURN AT 1:40 P.M. SUPPORTED BY GARY F. LOONSFOOT, JR. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Kim Klopstein), MOTION CARRIED.

Respectfully submitted,



Peggy Loonsfoot
Administrative Specialist

AGENDA
KEWEENAW BAY INDIAN COMMUNITY
SPECIAL COUNCIL MEETING
BIG BUCKS BINGO HALL
THURSDAY – JANUARY 17, 2019 – 9:00 A.M.

A. Date: January 17, 2019

B. Call to Order:

C. Invocation: Lord's Prayer

D. Roll Call:

- Warren C. Swartz, Jr., President
- Gary F. Loonsfoot, Jr., Vice President
- Susan J. LaFernier, Secretary
- Toni J. Minton, Assistant Secretary
- Doreen G. Blaker, Treasurer
- Robert R.D. Curtis, Jr.
- Dale F. Goodreau
- Randall R. Haataja
- Kim Klopstein
- Michael F. LaFernier, Sr.
- Rodney Loonsfoot
- Elizabeth D. Mayo

E. Declaration of Quorum:

F. Approval of Agenda: January 17, 2019

G. For Your Information:

1. 2019 Michigan Tribal Resource Calendar from the *Uniting Three Fires Against Violence* – a coalition recognizing Tribe's in the State of Michigan with each Tribe having a dedicated month to showcase a picture from their community

H. Approval of Meeting Minutes:

1. October 11, 2018
2. October 16, 2018
3. October 18, 2018
4. October 25, 2018
5. October 26, 2018

I. Sarah Smith, CEO – Weekly Update

J. Larry Denomie III, Ojibwa Casinos General Manager - Weekly Update

K. New Business:

1. Paul Mooney, Assistant Tribal Attorney -
 - a) Larry Denomie III, Ojibwa Casinos General Manager –
 - i. IGT Machine Add/Change Advice Lease Order Agreement No. 1198986 for Product Request (2) Crystal Dual 27 Machines for Ojibwa Casino I
 - ii. IGT Sales Order No. 1200715 and Financing and Security Agreement for (6) Bar Top Machines for Ojibwa Casino I
 - b) Jody L. Pittsley – J.P. Transport/Logging Business License Renewal (Logging Timber Harvest)
 - c) Lyndon Ekdahl, NRD Systems Facility Coordinator – First Amendment to Kahkonen Excavating, Inc. Agreement for the Construction of the Community Garden Access Road and Parking Lot
 - d) Soumit Pendharkar, Health Administrator – Inter-Tribal Council of Michigan (ITC) Subcontractual Agreement for Indigenous Project Launch, FOA #SM-17-004, Substance Abuse and Mental Health Services Administration
2. Jason Ayres, Real Estate Officer –
 - a) Resolution KB-001-2019 Purchase of Undivided Fractional Interests in L'Anse Allotments pursuant to 25 U.S.C. §2206(o)
 - b) Resolution KB-002-2019 Ronald T. Edwards Modification of Lease
3. President Swartz – Resolution KB-004-2019 National Indian Gaming Association (NIGA) Membership Renewal

L. Closed Session:

1. Beth Fish, Personnel Director – Waiver of Nepotism (2)
2. Danielle Webb, Tribal Attorney – Tobacco Board Update

M. Adjournment:

Priorities: Remainder of FY19

- Baraga/Marquette Casinos Projects
- Lucky 7's Renovations
- Organizational Structure
- Employee Manuals
- WICS
- Employee Communication and Relations
- Building Customer Loyalty
- Marketing Efforts Evaluation
- Enterprise Wide Wage Structure

General Updates:

- We will be installing the stored standalone ATM in Baraga. I am hoping to have that completed yet this week and its temporary location will be in the hallway between the casino and hotel set back in the entrance to the conference closest to the casino. This will provide 24-hour access for customers as well as backup for the Kiosk on the casino floor when it goes down or is being serviced.
- I have adjusted the Kiosks \$20 cassette amounts at both Baraga and Marquette to reduce the amount of cash that is tied up for them. The amounts will be adjusted seasonally to ensure as much cash flow is available as possible during the slower seasons. This change provided an initial increase of around \$160,000.
- In response to some customer complaints related to having to use the temporary outside walkway to the Pressbox, a temporary wall will be installed and removed each weekend in area 30 by our maintenance staff. It will be put up each Friday once construction work ends and stay up through the end of Senior' Day Monday afternoon.
- A walkthrough and development of a punch list for the Phase I renovations in Baraga took place yesterday. Gundlach, Cuningham engineers, sub-contractors who headed up the work and our staff participated. Gundlach will be working on addressing the items identified.
- One of the significant issues shared related to the excessive heat and smoke accumulation in Area 20 at times. The engineers will be working closely with the manufacturer and installer to get it address right away.
- We have had customer complaints related to having issues getting between area 10 & 20 so we will be installing handrails on the ramp and stairway. The stairs will have a safety feature installed to better alert customers of the stairway.
- Customers have complained about having to go through the temporary walkway to use the coat rack currently located near the Pressbox. A temporary rack has been setup near

the ATM location in the hallway between the hotel and casino so customers don't have to go through the outside walkway.

- We are able to raise the Area 30 ceiling height by 4" to accommodate slots and signage.
- Automatic Shufflers training and installation will occur in mid-February for both casinos.
- I've approved a price change in Baraga at both the casino and Pressbox to lower rail drinks and 12 oz. beers to \$1.50 from \$2.50 and having Big Beers (16 oz.) available all week instead Thursday's and Sunday's only at \$2.50 per can and it will be effective starting tomorrow. This will run through the Phase II construction period to provide customers with a reason to visit us and for the inconveniences they are experiencing. Floor staff are TAMS trained and I have required the management team to refresh them on the techniques to ensure we keep on top of over consumption to avoid problems. I will be including Marquette in this change next week as they too are experiencing inconveniences for customers due to the construction and now the renovation of the existing casino floor.
- Harold "Mike" Needham will start as our Facilities Manager on Tuesday the 22nd. He will be a great asset not only with the casino projects but the overall upkeep and maintenance of our facilities.
- I am working on developing an internal employee newsletter that will encompass both Baraga and Marquette to get information into the hands of all employees so they are better equipped to answer customer's questions, be up to speed on events and activities and have firsthand information on the changes that are taking place.
- We are having issues with the POS equipment and what we have is no longer supported so they will need to be replaced. We are working with the vendor performing software/hardware upgrades for Hosh and we'll be able to include those in that plan.
- Julie Sauvola, Hotel Supervisor, has made contact with the gentleman whose truck and 5th wheel have been located in our Baraga parking lot/RV site since late summer. He is located in L'Anse but suffered a significant health issue and has been unable to retrieve them. Since he has no one to help him, we will be assisting him with getting it back to him. We will have the attorney's draft an agreement to ensure we have no liability with this. He is also going to make good on the RV lot rent and Julie is calculating that as well.
- I attended the KBIC Tobacco Co. board meeting this week. We will continue working on promoting the brands and streamlining the sales process.
- We are experiencing customer complaints in Marquette related to the location of the temporary entrance and the distance our elderly customers have to walk to get in. They are able to get close to the entrance to drop off but they still have to go park their car. We have had customers indicate that when the weather isn't the greatest they don't come because they are afraid of slipping/falling. We are exploring the option of providing those customers with a lot pick up service but will require a vehicle to do it. We are getting costs on this and will analyze whether the investment is needed. The initial thought is a mini-van which is easier for elderly folks to get in and out of but we

will consider options. If we can make it work, signs would be placed on the light poles in the lot with the phone number to call when a pick up is needed. The vehicle would later be used as part of the VIP transportation program to area hotels which is a must to ensure folks can come out, have a good time and not worry about drinking and driving.

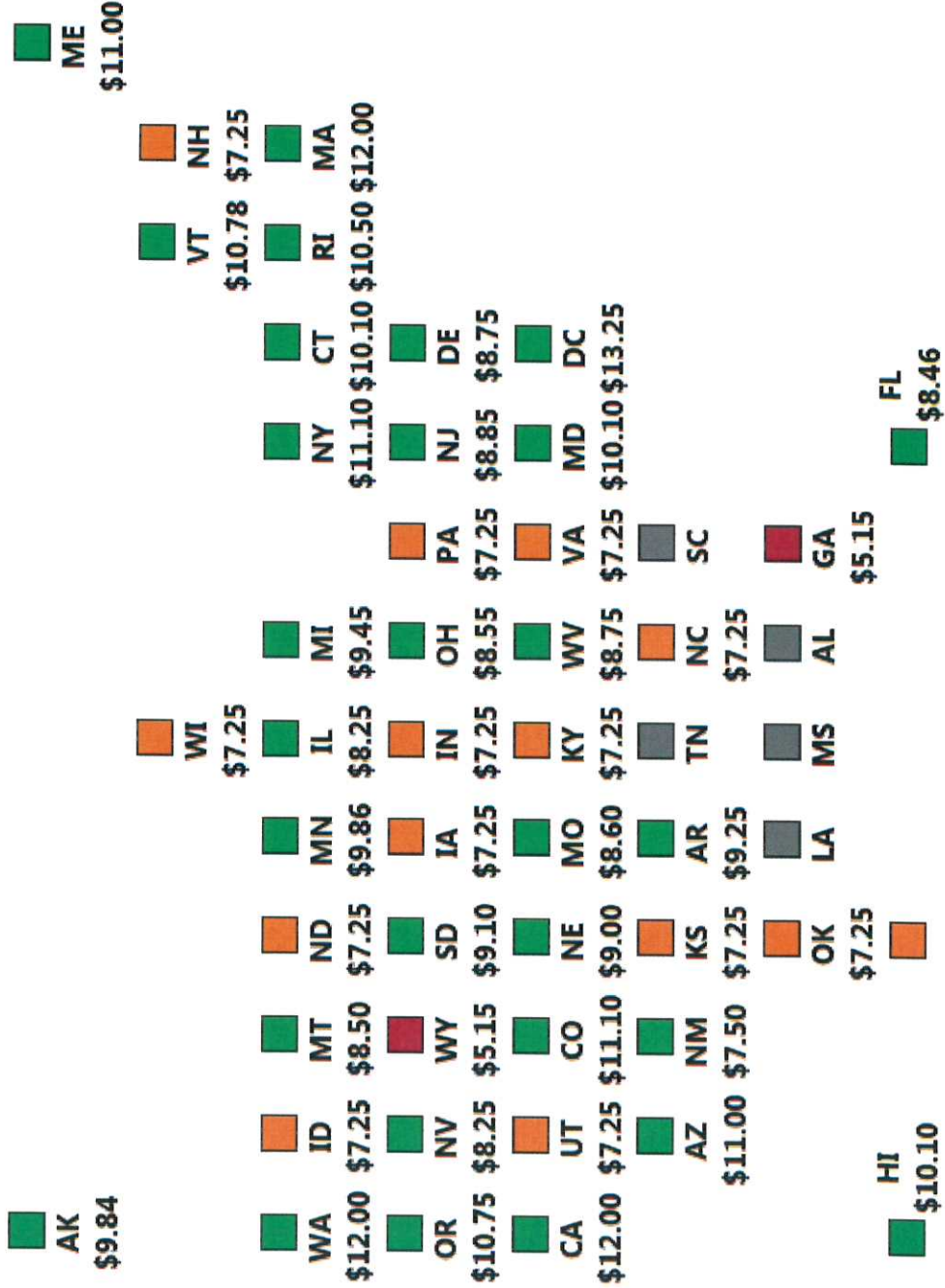
- The employee shortage is significant across both casinos. It is going to be a priority to work hard at addressing this broad issue. We need work as quickly as we can to address wage any disparities that exist while ensuring the work environment is one where employees want to come to work and be a part of the exciting times ahead. You are likely aware that congressional democrats introduced legislation yesterday to increase the Federal minimum wage to \$15 per hour over time. It isn't likely to get passed through all of the branches but there is momentum growing. I have attached a chart which shows the state minimum wages and I was surprised to see that our neighbor WI is at \$7.25/hour and our other neighbor MN is at \$9.86/hour. KBIC's is now \$10/hour but comparing the market we are in plays a critical role in being the "premier" employer in the area which I believe should be our goal.

State minimum wages (2019)



Compared to federal

- Higher
- Lower
- No state min.
- Same



SOURCE: Natl Conf of State Legislatures