

UNITED SOUTH AND EASTERN TRIBES, INC.

RESOLUTION NO. 80-4

WHEREAS, the United South and Eastern Tribes is an Inter-Tribal Council whose Board of Directors is appointed by the elected councils of the member Tribes, and

WHEREAS, the personnel policies have been reviewed in depth by the Administrative Operations Committee and sanctioned for approval, and

WHEREAS, it is important to have sound equitable personnel policies for the operation of USET, Inc., and

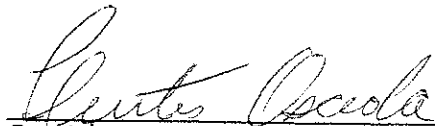
NOW THEREFORE BE IT RESOLVED, that the Board of Directors approves the Personnel Policies as presented to the Board of Directors.

CERTIFICATION

This resolution was passed at the regular May meeting of the Board of Directors at which, a quorum was present.



Michael D. Tiger  
President  
United South And Eastern Tribes, Inc.



Curtis Osceola  
Secretary  
United South And Eastern Tribes, Inc.