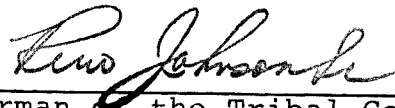


RESOLUTION OF THE
WHITE MOUNTAIN APACHE TRIBE OF THE
FORT APACHE INDIAN RESERVATION

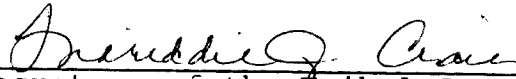
- WHEREAS, the Tribal Council is charged with the responsibility of providing for the general welfare and best interest of tribal members and in particular has the responsibility of overseeing the financial management and operation of the tribe's business interest including all matters relating to welfare of tribal employees; and
- WHEREAS, the White Mountain Apache Tribe has established a fringe benefit package for all tribal employees inclusive of a retirement plan and other benefits; and
- WHEREAS, the Tribal Council is not satisfied with the performance of the current retirement plan and is of the opinion that the plan should be evaluated to determine whether it is adequately serving the needs of tribal employees and is in keeping with up to date retirement plans enjoyed by other employers; and
- WHEREAS, the BABB Group, an insurance and financial planning firm located in Flagstaff, Arizona has proposed to the tribe that it establish a salary continuation plan and an employee security benefit plan as the retirement component of the tribe's benefit package, which component will replace the tribe's existing retirement plan; and
- WHEREAS, the Tribal Council is of the opinion that the BABB Group should be investigated first in order to determine if it constitutes a better investment of the tribe's resources and will yield a better return to tribal employees who participate in the plan.
- THEREFORE BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby grants approval for the continued evaluation by the BABB Group of the tribe's current fringe benefit package in order to determine if the plan can be successfully supplemented or replaced by the proposal submitted by the BABB Group.
- BE IT FURTHER RESOLVED that a report be prepared by the BABB Group outlining in detail its analysis of the feasibility and justifiability of modifying the tribe's current retirement plan.

BE IT FURTHER RESOLVED that the report and analysis prepared by the BABB Group shall be subject to review by the appropriate tribal departments including the business office, the personnel department, and the legal department prior to its submission to the Tribal Council for final review and action.

The foregoing resolution was on April 29, 1988, duly adopted by a vote of SEVEN for and ZERO against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article V, Section 1 (i) of the Amended Constitution and Bylaws of the Tribe, ratified by the Tribe June 27, 1958, and approved by the Secretary of the Interior on May 29, 1958, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).



Chairman of the Tribal Council



Secretary of the Tribal Council

July 1988