<div align="right">**Resolution No. <u>02-2005-34</u>**</div>

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

(Approval of back pay request for Tribal Member Vandice Edwards)

WHEREAS, Vandice Edwards requested back pay from Fort Apache Timber Company (FATCO) for differentials in past wages; and

WHEREAS, Mr. Edwards was hired September 04, 1980 and current job title is Purchasing Agent at $13.38 per hour; and

WHEREAS, during the period of Mr. Edward's employment at FATCO, all Form E transactions were pending for approval due to budget constraints; and

WHEREAS, Mr. Edwards was being reassigned from a Parts Person at $11.50 per hour to a Purchasing Agent with a rate change to $13.38 per hour effective November 10, 2003; and

WHEREAS, Mr. Edwards has not received any back pay as per Tribal Resolution No. 01-2003-13 which states a limit of two pay periods on back pays; and

WHEREAS, Mr. Edwards has appealed to the Tribal Council for his full back pay; and

WHEREAS, FATCO verifies Mr. Edwards is owed $1,664.74 in back wages according to the calculation attached and incorporated by this reference.
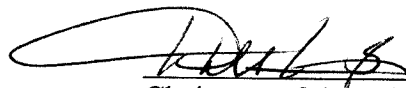
BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby approves the back pay request of Vandice Edwards in the amount of $1,664.74 according to the calculation provided by FATCO.

The foregoing resolution was on <u>February 2, 2005</u>, duly adopted by a vote of <u>SEVEN</u> for and <u>ZERO</u> against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article IV, Section 1 (a), (h), (i), (s), (t) and (u) of the Constitution of the Tribe, ratified by the Tribe September 30, 1993, and approved by the Secretary of the Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).
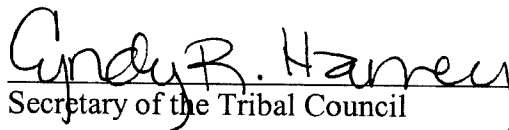
RECEIVED

FEB 14 2005

FORT APACHE BUDGET AGENCY
WHITERIVER, ARIZONA

_____
Chairman of the Tribal Council

_____
Secretary of the Tribal Council

WHITE MOUNTAIN APACHE TRIBE
DIVISION OF HUMAN RESOURCES
PERSONNEL DEPARTMENT
P.O. BOX 700
Whiteriver, Arizona 85941

NOTICE OF PERSONNEL ACTION

12/02/14

1. NAME (Last, First, Middle)	2. DATE OF BIRTH	3. SOCIAL SECURITY NUMBER
EDWARDS, VAN .	07/31/54	526-88-5665

4. CURRENT MAILING ADDRESS: (Any change in address, notify your supervisor as it will affect where your mail is sent. Not responsible for mail not received due to non updates by employee)

P.O. BOX 872, WHITERIVER, , ARIZONA 85941

5. APPOINTMENT

	TERMINATIONS	STATUS CHANGES	
____ Regular Full-Time	____ Resignation	____ Name Change Only	If Name Change or Address Change Only, please complete items 1-5 sign and date it)
____ Temp. Appt. NTE ____	____ Layoff until ____	____ Address Change	
____ OTHER (Part Time) (On Call)	____ Removal		
	X (Other) Specify ____	**Reassignment**	

	FROM	TO
6. POSITION TITLE	PARTS PERSON	PURCHASING AGENT
7. SALARY / WAGE RATE	$ **$11.50** PER **HOUR**	$ **$13.38** PER **HOUR**
8. JOB LOCATION ACCOUNT #	FORT APACHE TIMBER COMPANY 004-043-7170-000	FORT APACHE TIMBER COMPANY 004-043-7170-000

9. WMA PREFERENCE	OTHER TRIBE	NAME OF FEDERALLY RECOGNIZED TRIBE:	10. SEX	11. EFFECTIVE DATE
[X] YES [ ] NO	[ ] YES [ ] NO		[X] M [ ] F	11/10/2003

12. RETIREMENT PLAN	13. EMPLOYEE HEALTH BENEFITS	14. ANNUAL LEAVE	SICK LEAVE	
[X] YES [ ] NO	[X] YES [ ] NO	[X] YES [ ] NO	[ ] YES [X] NO	[X] FATCO ACCRUAL [ ] CASINO ACCRUAL

Items 12-14 are marked "yes" employee must attend orientation provided by Personnel prior to 31st day of employment.

15. SUBJECT TO PROBATIONARY PERIOD ENDING: (Specify Date) (All positions subject to probationary periods)

16. REMARKS: (Write your status changes here) Promotion, Demotion, Return to duty, Suspension, etc.) Short Term Pay Adjustments should use SHORT TERM FORM E.

RECEIVED
DEC 01 2003
DIVISION OF HUMAN RESOURCES
PERSONNEL DEPARTMENT

17. SIGNATURE / TITLE OF APPOINTING OFFICER	DATE
Mary Classay, General Manager	11/24/03

18. Code of Conduct: Employees of the White Mountain Apache Tribe are expected to conduct themselves on and off the job in a manner which will bring credit to the organization. It is the responsibility of the employee to notify his supervisor if he cannot report to work or has to leave his regular tour of duty.

19. Confidentiality Code: Employees shall not disclose confidential information without prior authorized approval. Any unauthorized disclosure shall result in disciplinary action, including but not limited to termination.

20. Sexual Harassment Policy: The policy of the WMA Tribe is to maintain a work environment that is free from Sexual Harassment. Sexual Harassment shall not be tolerated.

21. Drug / Alcohol Free Workplace Policy: The policy of the WMA Tribe is to maintain a work environment that is free from Drugs and/or Alcohol.

22. I have received a copy of the Employee Personnel Manual. I agree to comply with all conditions set forth in this notice and the Employee Personnel Manual.

I have read the above & will comply _____ **(SIGNATURE ON FILE)** _____ Date **11/23/03** ard

Employment with the tribe is not federal employment and shall not be credited as such in any way.

FORM E REV. (5/01)   **WHITE** - EMPLOYEE   **PINK** - PERSONNEL   **BLUE** - SUPERVISOR

RETRO - VANDICE EDWARDS

REASSIGNMENT: PURCHASING AGENT
EFFECTIVE DATE: 11/10/03

DATED: 02/03/05

PAYROLL	HOURS	DIFF. RT	AMT	END DATE
PR 15	39	1.88	$ 73.32	11/15/2003
PR 16	78	1.88	$ 146.64	11/29/2003
PR 17	80	1.88	$ 150.40	12/13/2003
PR 18	78.5	1.88	$ 147.58	12/27/2003
PR 19	72	1.88	$ 135.36	1/10/2004
PR 20	76	1.88	$ 142.88	1/24/2004
PR 21	72	1.88	$ 135.36	2/7/2004
PR 22	79	1.88	$ 148.52	2/21/2004
PR 23	72	1.88	$ 135.36	3/6/2004
PR 24	80	1.88	$ 150.40	3/20/2004
PR 25	80	1.88	$ 150.40	4/3/2004
PR 26	79	1.88	$ 148.52	4/17/2004
	885.5		$ 1,664.74	

```
      885.5  Total hours
$      1.88  differential
$ 1,664.74  Total amount owed
```

2

```
Pgm: RTIM001          ***   White Mountain Apache Tribe   ***      2/03/05
Wst: BERTAR2S1        ***        TIMESHEET EDIT           ***     10:12:12

   EDWARDS, VANDICE                  526885665
   Regular Rate:    13.380   Overtime Rate:    20.070

Enter required information, press ENTER:
Week #1:        Sun      Mon      Tue      Wed      Thu      Fri      Sat
  Regular..:  _____    5.00     8.00     8.00     8.00     8.00     3.00
  Overtime.:  _____   _____   _____   _____   _____   _____   _____
  S/A Leave:  _____   _____   _____   _____   _____   _____   _____

Week #2:       (A=Annual Leave, E=Education Leave, S=Sick Leave)
  Regular..:  _____    8.00     8.00     7.00     8.00
  Overtime.:  _____   _____   _____   _____   _____   _____   _____
  S/A Leave:  _____   _____   _____   _____   _____    8.00    _____
                                                             A
               (A=Annual Leave, E=Education Leave, S=Sick Leave)
                                            =REG==   ANNUAL  =SICK=    TOTAL
Reported Tips: _____  Total Regular Time:  71.00    8.00             79.00
Banquet Tips.: _____  Premium Pay: _____      Total Overtime . . :
```
CMD: F3=Exit F10=Update   F12=Return without Update

4/17/04

```
Pgm: RTIM001          ***   White Mountain Apache Tribe   ***      2/03/05
Wst: BERTAR2S1        ***        TIMESHEET EDIT           ***     10:10:03

   EDWARDS, VANDICE                  526885665
   Regular Rate:    13.380   Overtime Rate:    20.070

Enter required information, press ENTER:
Week #1:        Sun      Mon      Tue      Wed      Thu      Fri      Sat
  Regular..:  _____    4.00     8.00     8.00     8.00     8.00     4.00
  Overtime.:  _____   _____   _____   _____   _____   _____   _____
  S/A Leave:  _____   _____   _____   _____   _____   _____   _____

Week #2:       (A=Annual Leave, E=Education Leave, S=Sick Leave)
  Regular..:  _____   _____   _____   _____   _____   _____   _____
  Overtime.:  _____   _____   _____   _____   _____   _____   _____
  S/A Leave:  _____    8.00     8.00     8.00     8.00     8.00    _____
                         A        A        A        A        A
               (A=Annual Leave, E=Education Leave, S=Sick Leave)
                                            =REG==   ANNUAL  =SICK=    TOTAL
Reported Tips: _____  Total Regular Time:  40.00    40.00            80.00
Banquet Tips.: _____  Premium Pay: _____      Total Overtime . . :
```
CMD: F3=Exit F10=Update   F12=Return without Update

04/03/04

3

```
Pgm: RTIM001          ***    White Mountain Apache Tribe  ***     2/03/05
Wst: BERTAR2S1        ***       TIMESHEET EDIT            ***     10:09:28

   EDWARDS, VANDICE               526885665
   Regular Rate:    13.380   Overtime Rate:    20.070

Enter required information, press ENTER:
Week #1:          Sun      Mon      Tue      Wed      Thu      Fri      Sat
   Regular..:  _____    5.00     8.00     8.00     8.00     8.00     3.00
   Overtime.:  _____    _____    _____    _____    _____    _____    _____
   S/A Leave:  _____    _____    _____    _____    _____    _____    _____

Week #2:          (A=Annual Leave, E=Education Leave, S=Sick Leave)
   Regular..:  _____    8.00     8.00     8.00     8.00     8.00     _____
   Overtime.:  _____    _____    _____    _____    _____    _____    _____
   S/A Leave:  _____    _____    _____    _____    _____    _____    _____

                  (A=Annual Leave, E=Education Leave, S=Sick Leave)
                                         =REG==   ANNUAL   =SICK=    TOTAL
Reported Tips:  _____   Total Regular Time:  80.00                 80.00
Banquet Tips.:  _____   Premium Pay:  _____    Total Overtime . .:
_____
CMD:  F3=Exit  F10=Update   F12=Return without Update
```

03/20/04

```
Pgm: RTIM001          ***    White Mountain Apache Tribe  ***     2/03/05
Wst: BERTAR2S1        ***       TIMESHEET EDIT            ***     10:09:03

   EDWARDS, VANDICE               526885665
   Regular Rate:    13.380   Overtime Rate:    20.070

Enter required information, press ENTER:
Week #1:          Sun      Mon      Tue      Wed      Thu      Fri      Sat
   Regular..:  _____    5.00     8.00     8.00     8.00     8.00     3.00
   Overtime.:  _____    _____    _____    _____    _____    _____    _____
   S/A Leave:  _____    _____    _____    _____    _____    _____    _____

Week #2:          (A=Annual Leave, E=Education Leave, S=Sick Leave)
   Regular..:  _____    8.00     _____    8.00     8.00     8.00     _____
   Overtime.:  _____    _____    _____    _____    _____    _____    _____
   S/A Leave:  _____    _____    _____    _____    _____    _____    _____

                  (A=Annual Leave, E=Education Leave, S=Sick Leave)
                                         =REG==   ANNUAL   =SICK=    TOTAL
                         Total Regular Time:  72.00                 72.00
Reported Tips:  _____   Premium Pay:  _____    Total Overtime . .:
Banquet Tips.:  _____
_____
CMD:  F3=Exit  F10=Update   F12=Return without Update
```

03/06/04

PR-2   2003/04

```
Pgm: RTIM001          ***     White Mountain Apache Tribe   ***      2/03/05
Wst: BERTAR2S1        ***          TIMESHEET EDIT            ***      10:08:36

   EDWARDS, VANDICE                 526885665
   Regular Rate:    13.380     Overtime Rate:    20.070

Enter required information, press ENTER:
Week #1:        Sun     Mon     Tue     Wed     Thu     Fri     Sat
   Regular..:  _____    5.00    8.00    8.00    8.00    8.00    2.00
   Overtime.:  _____   _____   _____   _____   _____   _____   _____
   S/A Leave:  _____   _____   _____   _____   _____   _____   _____

Week #2:        (A=Annual Leave, E=Education Leave, S=Sick Leave)
   Regular..:  _____    8.00    8.00    8.00    8.00    8.00   _____
   Overtime.:  _____   _____   _____   _____   _____   _____   _____
   S/A Leave:  _____   _____   _____   _____   _____   _____   _____

                (A=Annual Leave, E=Education Leave, S=Sick Leave)
                                        =REG==   ANNUAL  =SICK=    TOTAL
   Reported Tips:  _____   Total Regular Time:  79.00             79.00
   Banquet Tips.:  _____   Premium Pay:  _____     Total Overtime . .:

CMD:  F3=Exit   F10=Update    F12=Return without Update
```

02/21/04

PP 21   2003/04

```
Pgm: RTIM001          ***     White Mountain Apache Tribe   ***      2/03/05
Wst: BERTAR2S1        ***          TIMESHEET EDIT            ***      10:07:26

   EDWARDS, VANDICE                 526885665
   Regular Rate:    13.380     Overtime Rate:    20.070

Enter required information, press ENTER:
Week #1:        Sun     Mon     Tue     Wed     Thu     Fri     Sat
   Regular..:  _____    5.30    8.00   _____    8.00    8.00    2.30
   Overtime.:  _____   _____   _____   _____   _____   _____   _____
   S/A Leave:  _____   _____   _____   _____   _____   _____   _____

Week #2:        (A=Annual Leave, E=Education Leave, S=Sick Leave)
   Regular..:  _____    8.00    8.00    8.00   _____    8.00   _____
   Overtime.:  _____   _____   _____   _____   _____   _____   _____
   S/A Leave:  _____   _____   _____   _____    8.00   _____   _____
                                                  A
                (A=Annual Leave, E=Education Leave, S=Sick Leave)
                                        =REG==   ANNUAL  =SICK=    TOTAL
   Reported Tips:  _____   Total Regular Time:  64.00    8.00     72.00
   Banquet Tips.:  _____   Premium Pay:  _____     Total Overtime . .:

CMD:  F3=Exit   F10=Update    F12=Return without Update
```

02/07/04

5

```
Pgm: RTIM001          ***     White Mountain Apache Tribe   ***      2/03/05
Wst: BERTAR2S1        ***          TIMESHEET EDIT            ***      10:07:01

    EDWARDS, VANDICE                  526885665
    Regular Rate:    13.380    Overtime Rate:    20.070

Enter required information, press ENTER:
Week #1:          Sun      Mon      Tue      Wed      Thu      Fri      Sat
  Regular..:  _____    8.30     8.30     8.00     8.30     6.30     _____
  Overtime.:  _____    _____    _____    _____    _____    _____    _____
  S/A Leave:  _____    _____    _____    _____    _____    _____    _____

Week #2:          (A=Annual Leave, E=Education Leave, S=Sick Leave)
  Regular..:  _____    7.30     8.00     7.30     8.00     5.00     _____
  Overtime.:  _____    _____    _____    _____    _____    _____    _____
  S/A Leave:  _____    _____    _____    _____    _____    _____    _____

                  (A=Annual Leave, E=Education Leave, S=Sick Leave)
                                        =REG==   ANNUAL   =SICK=   TOTAL
Reported Tips:  _____    Total Regular Time:  76.00                76.00
Banquet Tips.:  _____    Premium Pay:  _____      Total Overtime . .:
_____
CMD:  F3=Exit  F10=Update   F12=Return without Update
```

01/24/04

```
Pgm: RTIM001          ***     White Mountain Apache Tribe   ***      2/03/05
Wst: BERTAR2S1        ***          TIMESHEET EDIT            ***      10:06:49

    EDWARDS, VANDICE                  526885665
    Regular Rate:    13.380    Overtime Rate:    20.070

Enter required information, press ENTER:
Week #1:          Sun      Mon      Tue      Wed      Thu      Fri      Sat
  Regular..:  _____    8.00     8.00     8.00     8.00     _____    _____
  Overtime.:  _____    _____    _____    _____    _____    _____    _____
  S/A Leave:  _____    _____    _____    _____    _____    _____    _____

Week #2:          (A=Annual Leave, E=Education Leave, S=Sick Leave)
  Regular..:  _____    8.00     8.00     8.00     8.00     _____    _____
  Overtime.:  _____    _____    _____    _____    _____    _____    _____
  S/A Leave:  _____    _____    _____    _____    _____    8.00     _____
                                                           A
                  (A=Annual Leave, E=Education Leave, S=Sick Leave)
                                        =REG==   ANNUAL   =SICK=   TOTAL
Reported Tips:  _____    Total Regular Time:  64.00    8.00       72.00
Banquet Tips.:  _____    Premium Pay:  _____      Total Overtime . .:
_____
CMD:  F3=Exit  F10=Update   F12=Return without Update
```

01/10/03

```
Pgm: RTIM001          ***     White Mountain Apache Tribe   ***      2/03/05
Wst: BERTAR2S1        ***          TIMESHEET EDIT            ***      10:00:06

    EDWARDS, VANDICE                   526885665
    Regular Rate:    13.380    Overtime Rate:    20.070

Enter required information, press ENTER:
Week #1:        Sun     Mon     Tue     Wed     Thu     Fri     Sat
   Regular..:  _____   4.30    8.00    8.00    8.00    8.00    3.30
   Overtime.:  _____   _____   _____   _____   _____   _____   _____
   S/A Leave:  _____   _____   _____   _____   _____   _____   _____

Week #2:        (A=Annual Leave, E=Education Leave, S=Sick Leave)
   Regular..:  6.30    8.00    8.00    8.00    8.00    _____   _____
   Overtime.:  _____   _____   _____   _____   _____   _____   _____
   S/A Leave:  _____   _____   _____   _____   _____   _____   _____

                (A=Annual Leave, E=Education Leave, S=Sick Leave)
                                      =REG==   ANNUAL   =SICK=    TOTAL
Reported Tips:  _____   Total Regular Time:  78.30                78.30
Banquet Tips.:  _____   Premium Pay:  _____      Total Overtime . .:
_____
CMD:  F3=Exit  F10=Update   F12=Return without Update
```

12/27/03

```
Pgm: RTIM001          ***     White Mountain Apache Tribe   ***      2/03/05
Wst: BERTAR2S1        ***          TIMESHEET EDIT            ***      10:33:50

    EDWARDS, VANDICE                   526885665
    Regular Rate:    13.380    Overtime Rate:    20.070

Enter required information, press ENTER:
Week #1:        Sun     Mon     Tue     Wed     Thu     Fri     Sat
   Regular..:  _____   8.00    8.30    4.00    8.30    8.00    3.00
   Overtime.:  _____   _____   _____   _____   _____   _____   _____
   S/A Leave:  _____   _____   _____   _____   _____   _____   _____

Week #2:        (A=Annual Leave, E=Education Leave, S=Sick Leave)
   Regular..:  _____   8.00    9.00    9.00    9.00    5.00    _____
   Overtime.:  _____   _____   _____   _____   _____   _____   _____
   S/A Leave:  _____   _____   _____   _____   _____   _____   _____

                (A=Annual Leave, E=Education Leave, S=Sick Leave)
                                      =REG==   ANNUAL   =SICK=    TOTAL
Reported Tips:  _____   Total Regular Time:  80.00                80.00
Banquet Tips.:  _____   Premium Pay:  _____      Total Overtime . .:
_____
CMD:  F3=Exit  F10=Update   F12=Return without Update
```

12/13/03

7

```
Pgm: RTIM001          ***    White Mountain Apache Tribe    ***      2/03/05
Wst: BERTAR2S1        ***         TIMESHEET EDIT             ***      09:59:32

   EDWARDS, VANDICE                    526885665
   Regular Rate:    13.380    Overtime Rate:    20.070

Enter required information, press ENTER:
Week #1:        Sun       Mon       Tue       Wed       Thu       Fri       Sat
  Regular..:  _____     4.00      8.00      8.00      8.00      7.00      3.00
  Overtime.:  _____    _____     _____     _____     _____     _____     _____
  S/A Leave:  _____    _____     _____     _____     _____     _____     _____

Week #2:         (A=Annual Leave, E=Education Leave, S=Sick Leave)
  Regular..:   8.00     8.00      8.00      8.00      8.00     _____     _____
  Overtime.:  _____    _____     _____     _____     _____     _____     _____
  S/A Leave:  _____    _____     _____     _____     _____     _____     _____

                 (A=Annual Leave, E=Education Leave, S=Sick Leave)
                                          =REG==   ANNUAL   =SICK=    TOTAL
Reported Tips:  _____   Total Regular Time:  78.00                    78.00
Banquet Tips.:  _____   Premium Pay:  _____     Total Overtime . .:
_____
CMD:   F3=Exit   F10=Update    F12=Return without Update
```

11/29/03

```
Pgm: RTIM001          ***    White Mountain Apache Tribe    ***      2/03/05
Wst: BERTAR2S1        ***         TIMESHEET EDIT             ***      09:58:59

   EDWARDS, VANDICE                    526885665
   Regular Rate:    13.380    Overtime Rate:    20.070

Enter required information, press ENTER:
Week #1:        Sun       Mon       Tue       Wed       Thu       Fri       Sat
  Regular..:  _____     8.00      8.00      7.30      8.00      7.00      _____
  Overtime.:  _____    _____     _____     _____     _____     _____     _____
  S/A Leave:  _____    _____     _____     _____     _____     _____     _____

Week #2:         (A=Annual Leave, E=Education Leave, S=Sick Leave)
  Regular..:  _____     8.00      8.00      8.00      8.00      7.00      _____
  Overtime.:  _____    _____     _____     _____     _____     _____     _____
  S/A Leave:  _____    _____     _____     _____     _____     _____     _____

                 (A=Annual Leave, E=Education Leave, S=Sick Leave)
                                          =REG==   ANNUAL   =SICK=    TOTAL
Reported Tips:  _____   Total Regular Time:  77.30                    77.30
Banquet Tips.:  _____   Premium Pay:  _____     Total Overtime . .:
_____
CMD:   F3=Exit   F10=Update    F12=Return without Update
```

39

11/15/03

9