

NATIONAL
INDIAN
GAMING
COMMISSION

APR 11 1995

Alvino Lucero, Governor
Pueblo of Isleta
P.O. Box 1270
Isleta, New Mexico 87022

Dear Governor Lucero:

This letter responds to your request to review and approve the tribal gaming ordinance submitted on January 11, 1995, for the Pueblo of Isleta (the Pueblo). This letter constitutes such approval under the Indian Gaming Regulatory Act (IGRA).

Under the IGRA and the regulations of the National Indian Gaming Commission (NIGC), the Chairman is directed to review ordinances with respect to the requirements of the IGRA and the implementing regulations. Thus, the scope of the Chairman's review and approval is limited to the requirements of the IGRA and the NIGC regulations. Provisions other than those required under the IGRA or the NIGC regulations that may be included in a tribal ordinance are not subject to review and approval. Also, this letter does not constitute approval of specific games.

With the Chairman's approval of the Pueblo's gaming ordinance, the Pueblo is now required to conduct background investigations on its key employees and primary management officials. The NIGC expects to receive a completed application for each key employee and primary management official pursuant to 25 C.F.R. § 556.5(a) and an investigative report on each background investigation before issuing a license to a key employee or primary management official pursuant to 25 C.F.R. § 556.5(b).

Thank you for submitting the ordinance of the Pueblo for review and approval. The NIGC staff and I look forward to working with you and the Pueblo in implementing the IGRA.

Sincerely yours,

JDM (for)

Harold A. Monteau
Chairman



PUEBLO of ISLETA

P.O. Box 1270

Isleta, New Mexico 87022

RESOLUTION NO. 94-01 ENACTING PUEBLO OF ISLETA ORDINANCE: PERMITTED GAMING

At a duly called meeting of the Tribal Council of the Pueblo of Isleta, the following Resolution was passed:

WHEREAS the Pueblo of Isleta (hereinafter sometimes called "the Pueblo") desires to facilitate its on-going gaming operation to provide much needed resources to fund tribal operations and programs for the benefit of the people of the Pueblo of Isleta and to continue the same in accordance with the Indian Gaming Regulatory Act, 25 U.S.C. 2701, *et seq.* ("IGRA"), and

WHEREAS the IGRA at Section 2710 permits gaming by a tribe so long as that tribes is "... located within a state that permits such gaming for any purpose by any person, organization or entity (and such gaming is not otherwise specifically prohibited on Indian lands by Federal law)," and

WHEREAS, the Pueblo is located within the State of New Mexico, which permits virtually limitless types of gaming for some purposes by some persons, organizations and entities, and

WHEREAS the Tribal Council of the Pueblo of Isleta has taken actions and enacted certain ordinances, including the Pueblo of Isleta Class II Gaming Ordinance on March 28, 1994, which authorize the conduct of Class II gaming and which also authorize and establish procedures governing certain elements of the gaming operation of the Pueblo, to-wit, background investigations or primary management officials and key employees, licensing, and other regulatory matters, and

WHEREAS in order to supplement that Ordinance, the Tribal Council now desires to declaim and reaffirm the types of gaming which are permitted under the auspices of the Pueblo and within the boundaries of Pueblo lands, it being recognized that the characterization primarily of Class III gaming, being necessarily broad, may encompass Class II gaming, although it is not the Council's intent, nor should this Resolution be construed, to derogate the scope of Class II gaming as set out in the Pueblo of Isleta Class II Gaming Ordinance of March 28, 1994,

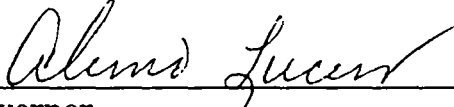
WHEREAS, for the foregoing reasons, the Tribal Council of the Pueblo of Isleta considers it appropriate to pass, ordain, and enact an Ordinance specifically addressing permitted gaming activities by the Pueblo, which Ordinance shall be referred to as the PUEBLO OF ISLETA ORDINANCE: PERMITTED GAMING.

NOW, THEREFORE, BE IT RESOLVED by the Tribal Council of the Pueblo of Isleta that the PUEBLO OF ISLETA ORDINANCE: PERMITTED GAMING, a copy of which is attached hereto, be, and it hereby is adopted, passed, enacted, and ordained by the Pueblo of Isleta.

BE IT FURTHER RESOLVED that the Governor be, and he hereby is, authorized and directed to submit the same to the proper authority or authorities for review and approval, as may be appropriate.

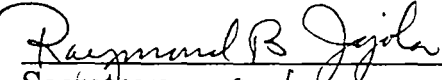
CERTIFICATION

I, the undersigned, as Governor of the Pueblo of Isleta, do hereby certify that the foregoing resolution was passed at a duly called meeting of the Tribal Council of the Pueblo of Isleta, held on the 20th day of December, 1994, at which a quorum was present, with 9 voting for, 0 opposing, and 0 abstaining on said resolution.



Governor

Attest:



Secretary - acting



PUEBLO of ISLETA

P.O. Box 1270

Isleta, New Mexico 87022

PUEBLO OF ISLETA ORDINANCE: PERMITTED GAMING

94-02

At a duly called meeting of the Tribal Council of the Pueblo of Isleta, the following Ordinance was passed:

BE IT ORDAINED AND ENACTED as follows:

PURPOSE. The Tribal Council of the Pueblo of Isleta, hereinafter "Tribe," empowered to enact ordinances, hereby enacts this ordinance in order to set the terms for class III gaming operations and other operations on tribal lands.

SECTION I: PERMITTED ACTIVITIES; SCOPE OF GAMING. The below-described commercial gaming activities are permitted:

- A All gaming authorized and permitted by the Ordinance entitled PUEBLO OF ISLETA CLASS II GAMING ORDINANCE, adopted and ordained on March 28, 1994; and
- B. Any gaming permitted by the State of New Mexico for any purpose, by any person, organization or entity (and such gaming activity not otherwise being prohibited on Indian lands by a Federal statute dealing with a specific gaming activity); and
- C. Gaming not in violation of the express provisions of the Indian Gaming Regulatory Act, 25 U.S.C. § 2701., *et seq.*; and
- D Class III gaming, as described and defined in 25 CFR 502.4 (25 CFR Ch. III (4-1-94 edition), as that section may be amended from time to time; and
- E. Any enterprise wherein, for a consideration, the participants are given an opportunity to win a prize, the award of which is determined by chance, even though accompanied by some skill; and

- F. Any gaming which occurs within the State of New Mexico pursuant to Section 30-19-1, *et seq.*, N.M.S.A. 1978, including but not limited to, those activities occurring in events called "Las Vegas" nights and "Casino" nights, for any purpose by any person, organization or entity (and such gaming is not otherwise prohibited on Indian lands by a Federal statute dealing with a specific gaming activity); and
- G. Gaming permitted by the State of New Mexico, for any purpose by any person, organization or entity, not otherwise prohibited on Indian lands by a Federal statute dealing with a specific gaming activity, which are played by utilizing video facsimiles. A video facsimile is any electronic or electromechanical facsimile of any game of chance, and may be freestanding and played by one person at a given time.
- H. Notwithstanding the generality of the foregoing, Class III gaming shall be subject to and delimited by the terms and conditions of any Compact (including *in futuro* compacts), as that term is used in the Indian Gaming Regulatory Act, between the State of New Mexico and the Tribe, or, in the absence of such Compact, by procedures prescribed by the Secretary pursuant to the Indian Gaming Regulatory Act.

SECTION 2. OWNERSHIP OF GAMING.

The Tribe shall have the sole proprietary interest in and responsibility for the conduct of any gaming operation authorized by this Ordinance.

SECTION 3. USE OF GAMING REVENUE.

A. Net revenue from gaming shall be used only for the following purposes: to fund tribal government operations and programs; provide for the general welfare of the Tribe and its members; promote tribal economic development; donate to charitable organizations; or help fund operations of local government agencies.

B. If the Tribe elects to make per capita payments to tribal members, it shall authorize such payments only upon approval of a plan submitted to the Secretary of the Interior under 25 U.S.C. §2710(b)(3).

SECTION 4. AUDIT.

A. The Tribe shall cause to be conducted annually an independent audit of gaming operations and shall submit the resulting audit reports to the National Indian Gaming Commission.

B. All gaming related contracts that result in the purchase of supplies, services, or concessions in excess of \$25,000.00 annually, except contracts for professional legal and accounting services, shall be specifically included within the scope of the audit that is described in subsection A. above.

SECTION 5. PROTECTION OF THE ENVIRONMENT AND PUBLIC HEALTH AND SAFETY.

Class III gaming facilities shall be constructed, maintained, and operated in a manner that adequately protects the environment and the public health and safety.

SECTION 6. LICENSES FOR KEY EMPLOYEES AND PRIMARY MANAGEMENT OFFICIALS.

The Tribe shall ensure that the policies and procedures set out in this section are implemented with respect to key employees and primary management officials employed at any class III gaming enterprise operated on Indian lands:

A. Definitions.

For the purposes of this section, the following definitions apply:

1. "Key employee" means
 - a. A person who performs one or more of the following functions:
 - (1) Bingo caller;
 - (2) Counting room supervisor;
 - (3) Chief of security;
 - (4) Custodian of gaming supplies or cash;
 - (5) Floor manager;
 - (6) Pit boss;
 - (7) Dealer;
 - (8) Croupier;
 - (9) Approver of credit; or
 - (10) Custodian of gambling devices including persons with access to cash and accounting records within such devices.

- b. If not otherwise included, any other person whose total cash compensation is in excess of \$50,000 per year; or
- c. If not otherwise included, the four most highly compensated persons in the gaming operation.

2. "Primary management official" means

- a. The person having management responsibility for a management contract;
- b. Any person who has authority:
 - (1) To hire and fire employees; or
 - (2) To set up working policy for the gaming operation; or
- c. The chief financial officer or other person who has financial management responsibility.

B. Application Forms.

- 1. The following notice shall be placed on the application form for a key employee or a primary management official before that form is filled out by an applicant.

In compliance with the Privacy Act of 1974, the following information is provided: Solicitation of the information on this form is authorized by 25 U.S.C. 2701, et seq. The purpose of the requested information is to determine the eligibility of individuals to be employed in a gaming operation. The information will be used by National Indian Gaming Commission members and staff who have need for the information in the performance of their official duties. The information may be disclosed to appropriate Federal, Tribal, State, local, or foreign law enforcement and regulatory agencies when relevant to civil, criminal, or regulatory investigations or prosecutions or when pursuant to a requirement by a tribe or the National Indian Gaming Commission in connection with the hiring or firing of an employee, the issuance or revocation of a gaming license, or investigations of activities while associated with a tribe or a gaming operation. Failure to consent to the disclosures indicated in this notice will result in a tribe's being unable to hire you in a primary management official or key employee position.

The disclosure of your Social Security Number (SSN) is voluntary. However, failure to supply a SSN may result in errors in processing your application.

2 Existing key employees and primary management officials shall be notified in writing that they shall either:

- a. Complete a new application form at contains a Privacy Act notice; or
- b. Sign a statement that contains the Privacy Act notice and consent to the routine uses described in that notice.

3. The following notice shall be placed on the application form for a key employee or a primary management official before that form is filled out by an applicant:

A false statement on any part of your application may be grounds for not hiring you, or for firing you after you begin work. Also, you may be punished by fine or imprisonment.

(U.S. Code, Title 18, section 1001)

4. The Tribe shall notify in writing existing key employees and primary management officials that they shall either:

- a. Complete a new application form that contains a notice regarding false statements; or
- b. Sign a statement that contains the notice regarding false statements.

C. Background Investigations

1. The Tribe shall request from each primary management official and from each key employee all of the following information:

- a. Full name, other names used (oral or written), social security number(s), birth date, place of birth, citizenship, gender, all languages (spoken or written);
- b. Currently and for the previous 5 years: business and employment positions held, ownership interests in those businesses, business and residence addresses, and drivers license numbers;

- c. The names and current addresses of at least three personal references, including one personal reference who was acquainted with the applicant during each period of residence listed under paragraph (1)(b) of this section;
- d. Current business and residence telephone numbers;
- d. A description of any existing and previous business relationships with Indian tribes, including ownership interests in those businesses;
- f. A description of any existing and previous business relationships with the gaming industry generally, including ownership interests in those businesses;
- g. The name and address of any licensing or regulatory agency with which the person has filed an application for a license or permit related to gaming, whether or not such license or permit was granted;
- h. For each felony for which there is an ongoing prosecution or a conviction, the charge, the name and address of the court involved, and the date and disposition, if any;
- i. For each misdemeanor conviction of ongoing misdemeanor prosecution (excluding minor traffic violations), within 10 years of the date of the application, the name and address of the court involved and the date and disposition;
- j. For each criminal charge (excluding minor traffic charges), whether or not there is a conviction, if such criminal charge is within 10 years of the date of the application and is not otherwise listed pursuant to paragraph (1)(h) or (1)(i) of this section, the criminal charge, the name and address of the court involved, and the date and disposition;
- k. The name and address of any licensing or regulatory agency with which the person has filed an application for an occupational license or permit, whether or not such license or permit was granted;
- l. A current photograph;
- m. Any other information the Tribe deems relevant; and

n. Fingerprints consistent with the procedures adopted by the Tribe according to 25 C.F.R. §522.2(h).

2. The Tribe shall conduct an investigation sufficient to make a determination under subsection D below. In conducting a background investigation, the Tribe or its agency shall promise to keep confidential the identity of each person interviewed in the course of the investigation.

D. Eligibility Determination.

The Tribe shall review a person's prior activities, criminal record, if any, and reputation, habits and associations to make a finding concerning the eligibility of a key employee or primary management official for employment in the gaming operation. If the Tribe determines that employment of the person poses a threat to the public interest or to the effective regulation of gaming, or creates or enhances dangers of unsuitable, unfair, or illegal practices and methods and activities in the conduct of gaming, a tribal gaming operation shall not employ that person in a key employee or primary management official position.

E. Procedures for Forwarding Applications and Reports for Key Employees and Primary Management Officials to the National Indian Gaming Commission.

1. When a key employee or primary management official begins work at a gaming operation authorized by this ordinance, the Tribe shall forward to the National Indian Gaming Commission a completed application for employment and conduct the background investigation and make the determination referred to in subsection D of this section.

2. The Tribe shall forward the report referred to in subsection F of this section to the National Indian Gaming Commission within 60 days after an employee begins work or within 60 days of the approval of this ordinance by the Chairman of the National Indian Gaming Commission.

3. The gaming operation shall not employ as a key employee or primary management official a person who does not have a license after 90 days.

F. Report to National Indian Gaming Commission.

1. Pursuant to the procedures set out; in subsection E of this section, the Tribe shall prepare and forward to the National Indian Gaming Commission an investigative report on each background investigation. An investigative report shall include all of the following:

- a. Steps taken in conducting a background investigation;
- b. Results obtained;

- c. Conclusions reached; and
- d. The bases for those conclusions.

2. The Tribe shall submit, with the report, a copy of the eligibility determination made under subsection D of this section.

3. If a license is not issued to an applicant, the Tribe:

- a. Shall notify the National Indian Gaming Commission; and
- b. May forward copies of its eligibility determination and investigative report (if any) to the National Indian Gaming Commission for inclusion in the Indian Gaming Individuals Records System.

4. With respect to key employees and primary management officials, the Tribe shall retain applications for employment and reports (if any) of the background investigations for inspection by the Chairman of the National Indian Gaming Commission or his or her designee for no less than three (3) years from the date of termination of employment.

G. Granting a Gaming License

1. If, within a thirty (30) day period after the National Indian Gaming Commission receives a report, the National Indian Gaming Commission notifies the tribe that it has no objection to the issuance of a license pursuant to a license application filed by a key employee or a primary management official for whom the tribe has provided an application and investigative report to the National Indian Gaming Commission, the Tribe may issue a license to such applicant.

2. The Tribe shall respond to a request for additional information from the Chairman of the National Indian Gaming Commission concerning a key employee or a primary management official who is the subject of a report. Such a request shall suspend the 30-day period under paragraph G.1. of this section until the Chairman of the National Indian Gaming Commission receives the additional information.

3. If, within the thirty (30) day period described above, the National Indian Gaming Commission provides the Tribe with a statement itemizing objections to the issuance of a license to a key employee or to a primary management official for whom the Tribe has provided an application and investigative report to the National Indian Gaming Commission, the Tribe shall reconsider the application, taking into account the objections itemized by the National Indian Gaming Commission. The Tribe shall make the final decision whether to issue a license to such applicant.

H. License Suspension.

1. If, after the issuance of a gaming license, the Tribe receives from the National Indian Gaming Commission reliable information indicating that a key employee or a primary management official is not eligible for employment under subsection D. above, the Tribe shall suspend such license and shall notify in writing the licensee of the suspension and the proposed revocation.

2. The Tribe shall notify the licensee of a time and place for a hearing on the proposed revocation of a license.

3. After a revocation hearing, the Tribe shall decide to revoke or to reinstate a gaming license. The Tribe shall notify the National Indian Gaming Commission of its decision.

SECTION 7. LICENSE LOCATIONS

The Tribe shall issue a separate license to each place, facility, or location on Indian lands where class III gaming is conducted under this ordinance.

SECTION 8. REPEAL.

Only to the extent that they are inconsistent with this ordinance, all prior gaming ordinances, or parts thereof, are hereby repealed.

SECTION 9. SAVING. Nothing in this Ordinance, nor any section or provision hereof, or amendment hereto, is intended to, nor shall it either by construction or application, invalidate or in any other way adversely affect, any other ordinance, resolution, law or regulation of the Pueblo of Isleta, including without limitation, the Bingo Ordinance or the Pueblo of Isleta Class II Gaming Ordinance.

SECTION 10. SEVERABILITY. In the event that any section or provision of this Ordinance, or any amendment to this Ordinance, is not approved or is made invalid, it is the intent of the Pueblo of Isleta that the remaining sections and provisions of this Ordinance shall continue in full force and effect.

CERTIFICATION

I, the undersigned, as Governor of the Pueblo of Isleta, do hereby certify that the foregoing ordinance was enacted at a duly called meeting of the Tribal Council of the Pueblo of Isleta, held on the 20th day of December, 1994, at which a quorum was present, with 7 voting for, 0 opposing, and 0 abstaining on said ordinance.

Alvin Lucero
Governor

Attest:

Raymond B. Jgala
Secretary-acting