

Tribal Land Enterprise

A sub-chartered Corporation of the
Rosebud Sioux Tribe

Incorporated Under Act of June 18, 1934 (49 stat 984)
Telephone 747-2371 or 747-2372

Tribal Land Enterprise Special Meeting on Executive Director Position and others 07-09-10

The Tribal Land Enterprise Special Meeting on Executive Director Position and others was called to order by Chairperson Fern Bordeaux-Boltz on July 09, 2010 at 10:20 am in the conference room of the Tribal Land Enterprise building in Rosebud, SD.

Board Members Present:

Fern Bordeaux-Boltz
John Spotted Tail
Rose Cordier
Dominic Harmon
Clayton Wright Jr.
Richard "Smokey" Whipple
Rodney Bordeaux

TLE Staff Present:

Robert Wood, Interim Director
Phyllis Y.E.-Cadue, Board Secretary

Roll Call: 6 Board Members Present, 1 Board member late

Board Member(s) Late: Rodney Bordeaux. 10:37 am

Called to Order: at 10:20 am, Fern Bordeaux-Boltz.

Invocation by: John Spotted Tail.

Discussion by Fern Bordeaux-Boltz on a form for pay roll deduction and develop a policy that was Rose Cordier's motion to have a policy set up so we need to see the policy the administration has done. On the agenda I would like to go into Executive Session with the TLE Board regarding internal issues. Also our Auditors will come in next Tuesday on our Regular TLE Board Meeting, so we can get this audit approved and set our Annual Special Shareholder's Meeting for fiscal year "2008". We need to get this Executive Directors position addressed. Does the TLE Board want to look at the applications or re advertise?

Question by Richard "Smokey" Whipple: Madam Chairman, since we haven't traveled anywhere I was wondering if we could set up something kind of like a stress reliever or something like a picnic with our families?

Discussion by Fern Bordeaux-Boltz: Yes, we use to do that in the past. We use to use Mustang meadows. We did for a couple of years and went out and used the facilities out there and the other option is using Bear Butte Lodge.

Discussion by Robert Wood: It's pretty much open.

Discussion by Fern Bordeaux-Boltz: In the past too the fiscal year ends we use to take our staff up to Bear Butte Lodge to plan for the next fiscal year. It was kind of like a planning session and what goals as TLE are going to set for the next fiscal year. Staff would come up with these ideas that they wanted to complete within the next fiscal year so that would be something we could do with the staff. Is that what you were thinking of?

Discussion by Richard "Smokey" Whipple: Just planning a picnic or something like that.

Discussion by Fern Bordeaux-Boltz: Put on the agenda and put it on for the next meeting.

Motion by Clayton Wright Jr. to approve the agenda as amended. Seconded by Richard "Smokey" Whipple. Vote 5 in favor, 0 opposed, 1 not voting. MOTION CARRIED.

Discussion by Dominic Harmon: I was wondering about the grazing school, I was interested in going to and I was wondering if TLE would pay half the cost of enrollment, like three hundred (\$300.00) dollars and a four (4) day course.

Question by Fern Bordeaux-Boltz: Do you have information on that?

Discussion by Dominic Harmon: I'll bring the information at the next meeting.

Discussion by Fern Bordeaux-Boltz: Bring it next Tuesday and we'll get it on the agenda. First is on the Executive Director position, do we have a list of applicants on who all applied. I guess my first question would be was the applicants checked out, were there references checked, did someone from TLE go through the applicants thoroughly? We just found out the previously Executive Director, he had a degree, a driver's license and he had nothing else. If you're going to hire someone we need to check all the references and they should be checked out on all references they should be rated, see if there really real in what they say in their applications is true. So that's my first question is did anybody check out the applicants?

Discussion by Robert Wood: They weren't checked out. Most of these people we know. Most of them provided documentation as far as filing.

Question by Fern Bordeaux-Boltz: So who is in there? Who are all the applicants?

Discussion by Robert Wood: Chico (Leroy Greaves), Ike Schmidt, Lisa Colombe, Tavis Bartlett and Mr. Clayton Bryant.

Discussion by Fern Bordeaux-Boltz: I was told Clayton Bryant had submitted his resume after the position was closed.

Discussion by Dominic Harmon: That's what I heard to.

**Special Meeting on Executive Director Position and Other
July 09, 2010**

Question by Clayton Wright Jr.: What was the closing date on that?

Discussion by Robert Wood: I didn't see that one until this morning.

Question by Fern Bordeaux-Boltz: When was the closing date on the position?

Discussion by Robert Wood: I think is on the 23rd of June.

Question by John Spotted Tail: This one just came in on July 2, 2010?

Discussion by Robert Wood: Yes that one just came in on July 2, 2010.

Discussion by Clayton Wright Jr.: We won't be looking at that one on Mr. Bryant.

Question by Dominic Harmon: We interviewed a lot of these already haven't we?

Discussion by Fern Bordeaux-Boltz: Only ones we interviewed in the first go around are Chico and Amanda. Amanda got the Director and Chico goes the research positions.

Question by Dominic Harmon: Are we going to interview them today?

Discussion by Rose Cordier: No, just pick out two or three names.

Discussion by Robert Wood: Then we could do the follow ups stuff. Then you could select who you would like to interview than we could check the references.

Discussion by Fern Bordeaux-Boltz: Ok. That sounds good. Do you want lunch today?

Discussion by John Spotted Tail: Yes

FTR: Rodney Bordeaux enters the meeting at 10:37 am.

Discussion by the TLE Board on interviews for the Executive Director position.

Discussion by Fern Bordeaux-Boltz: On this recent advertisement on the Executive Director Position was that only done in the Todd County Tribune?

Discussion by Robert Wood: No, we had it in the National Indian paper, TC Tribune and on the radio.

Question by Dominic Harmon: Are we going to interview or we going to make a decision today or what are we doing?

Discussion by Clayton Wright Jr.: I think were ready to make a decision.

**Special Meeting on Executive Director Position and Other
July 09, 2010**

Motion by Clayton Wright to offer Leroy Greaves at \$65,000.00 with ninety (90) day probation period. Seconded by Dominic Harmon. Vote 6 in favor, 0 opposed, 1 not voting. MOTION CARRIED.

Question by Fern Bordeaux Boltz: Chico (Leroy Greaves) the TLE Board is offering the position as Executive Director based on this motion are you willing to give up all your other obligations?

Question by John Spotted Tail: Or are you going to be able to go full time?

Discussion by Leroy Greaves. I narrowed it down to one Trial Court Judgeship and that's at Santee and its Chief Judge over there and its two days a month scheduled sometimes there's an extra Court date thrown in because they requested a trial or jury trial and we cannot squeeze it in with the rest of the docket, but I'll be willing to give that up but I need some time.

Discussion by Fern Bordeaux-Boltz: Well you are going to be on new ninety (90) day probation and the starting salary of \$65,000.00 and after your ninety (90) day probation we'll consider bumping you up to \$80,000.00, so you'll have some time.

Discussion by Leroy Greaves: OK

Question by Clayton Wright Jr.: Are you going to have to buy out of that Chief Judgeship?

Discussion by Leroy Greaves: No, the contract reads that I just need to give them some notice and they're going to have to advertize and find a replacement. I just don't want to, they've been really good to me and I want to give them every consideration but I'm finished up over at Lower Burle and then there's a Supreme Court position here and I don't know if the people up there are operating under a misunderstanding or what but there's a notion up there with Frank Pomershine that TLE is a branch of government of the Tribe and he thinks that there's a possibly conflict of interest but I think it's based on his understanding that TLE is part of the Tribal government and I don't agree with that, I don't think it's a subdivision of the executive branch, I don't think it's subdivision of the legislative branch I think it's essentially on the same footing as something like housing or water resources and the Casino is a little different because there's federal legislation which calls for the establishment of gaming operation within a Tribal government and I think because of that there's a little bit more of a legal distinction regarding the Casino but certainly TLE is not part of the Casino operation so I think I need to have more discussions with them and if the TLE Board wants me you know I can step down from that position to but I don't think that's a conflict of interest I've been with that operation or that origination for since 1984 and because now I'm the only Tribal member that is part of any panel that could be composed, I would like to stay on there and participate in cases that don't involve TLE

Question by Fern Bordeaux-Boltz: How often does the Supreme Court meet in a year?

Discussion by Leroy Greaves: The Supreme Court meets at most four (4) times a year.

Question by Clayton Wright Jr.: For how long?

Discussion by Leroy Greaves: For one (1) day. We usually get everything done in one day. But over the past three years our average has been probably more along the lines of three days a year or two days a year either one will be fine. This last time I went up there a week ago I started at 11:45 am and I was back at 2:30 pm and a good thing was that I was right here in Rosebud because one of the panels apparently there was some sort of a break down and notices to the Judges to be there and they called me up at noon and said you have an oral argument at 1:00 pm so I didn't have time to put on a tie.

Question by Rodney Bordeaux: So what was Frank's concern just on TLE cases or overall?

Discussion by Leroy Greaves: He thought that his statement to me was that he thought that TLE was a branch of the Executive arm.

Question by Rodney Bordeaux: Is it because you're presiding over TLE issues or just because he works with you?

Discussion by Leroy Greaves: Just because I work for the Tribe.

Discussion by Rodney Bordeaux: That will conflict you from the other things, so this is overall.

Discussion by Leroy Greaves: I think his concern is just an employee of the Tribe. Like I said there's nobody else on the panel or the proposed panel because the Supreme Court is going to recommend to other individuals and they will go for approval before the Tribal Council at some point and one of them is a Tribal member this woman named Debbie Dubray that the current Supreme Court panel recommended that the Council consider her as one of the new appointee and there's two of them and the other one is Donovan. To me if there's any kind of a conflict going on like Cheryl's on board with the Supreme Court but she's on staff at Legal Aide and the Director is now being recommended for appointment as a Supreme Court Justice and those guys practice in this jurisdiction they handle cases in Tribal Court that's more of a conflict than being presented if I stay on the Court so that's something you folks need to talk about and that's fine. I'll go along with whatever you want. I feel like the years that I put in with the Supreme Court I would like to see it through until I'm ready to retire which is probably at least another four (4) years.

Question by Rose Cordier: When does your term expire with the Supreme Court?

Discussion by Leroy Greaves: It's a four (4) year term.

Question by Rodney Bordeaux.: Didn't they just put you back on?

Discussion by Leroy Greaves: Yes I was just renewed my contract here in the last couple of months. If Pommersheim wants me to get out I'm probably going to fight it but if TLE wants me to get out I won't argue with that.

**Special Meeting on Executive Director Position and Other
July 09, 2010**

Discussion by Clayton Wright Jr. I think he's probably going to be putting in more than 4 days extra a year here and I don't see that as a problem.

Discussion by Rose Cordier: But can you let us know and the staff know so if someone calls and say how come your Director's up here for Court than we can explain.

Discussion by Leroy Greaves: I certainly will step down anytime if there's a TLE issue before the Court but by then there should be enough people on the panel.

Discussion by TLE Board on Webster Two Hawk and Edd Charging Elk to be removed as plaintiff against TLE. The TLE Board did a directive to the Chairman to write a letter to the RST Administration and RST Council regarding Webster Two Hawk in May, 2010 informing them of Ethics Violation.

Question by Richard "Smokey" Whipple: Is Chico stepping down?

Discussion by Fern Bordeaux-Boltz: He can submit his resignation for the Research Analyst immediately.

Question by Richard "Smokey" Whipple: Is he going to step down from Lower Brule?

Discussion by Fern Bordeaux-Boltz: Yes

Question by Dominic Harmon: I was wondering on how high priority on range help and the vitality of our plan right?

Question by Leroy Greaves: Make sure I understand the question?

Discussion by Dominic Harmon: Your goals will be to make sure the health of our land is well maintained as possible and the quality of our grass.

Discussion by Leroy Greaves: Absolutely.

Discussion by Rodney Bordeaux: Chico, I think I kind of share some of Frank's concern I haven't talked to him or seen him in years but when you get into this position it gets pretty political and you have to go through some criticism and a lot of these people who are plaintiffs are the main guys that really come after TLE always speak about Court there saying that it's a kangaroo Court and all that and I don't want you in the position where they can utilize you and say look he's a Supreme Court Justice and he's an Executive Director of TLE and so it can get pretty heated and I think you being part of the mix with Tribal government TLE is a high profile program that does land management, we purchase a lot of lands it gets to be controversial, you know it get political hot potato when its election time and if your involved with TLE in any way they're going to tarnish our Court with that, I know they are and they are going to throw that at you and I really hate to have our Court compromised in any way so I would recommend that if you could step down from our Court because Tribal politics get into our every fabric of our government, TLE is part of that so when you hear a case even if it involves civil case or a

**Special Meeting on Executive Director Position and Other
July 09, 2010**

criminal case and if there's people involved with that they can bring that to light and I hate to have that kind of issue as a Executive Director of TLE and get mad.

Discussion by Leroy Greaves: I kind of knew when I started the application process that might involve a change in gears and career and I was willing to accept that because of the experience I've had here in TLE and I realized how vital an entity or organization is part of the overall Tribal picture and I'm committed to trying to address what I think are some of the really important issues that have come into Court, trying to serve the tribe there is very limited in scope because you only deal with the cases that come in and you cannot create cases which really have an profound impact on the tribe but working here at TLE is a different story because somebody that's committed to the tribe I think they can make a difference here.

Discussion by Rodney Bordeaux: But the conflict of interest that can be created especially bring our Court to a level where non Indians have a lot of respect for it and they see you as a Director as a major Tribal program being on the Judge ship I think that can compromise that and I'm kind of concerned about that.

Discussion by Leroy Greaves: I understand.

Discussion by Dominic Harmon: I just wanted to compare a little bit on the flip side, we got all of our main Supreme Court Justices on the outside owning huge amounts of shares in our oil companies which are in all these lawsuits and stuff and they say there's no conflict in that I mean they owe millions of dollars worth of shares in oil companies if anybody's a joke our other Courts are not ours and that's more of a conflict than anything that has to do with TLE. It would be something coming to you about TLE and you judging on it on what these guys are doing.

Discussion by Fern Bordeaux-Boltz: Especially with the separation of powers you know if the Courts are preparing themselves for that know because it was in the constitutional amendment, what are they doing up there? Are they preparing for that separation? Have they been preparing for that? And once it is developed is that going to be more of a conflict than at the legislative branch than having a Director. Those are things that come to my mind when you talk about the separation of powers but how that Court is know I don't know what stage there in.

Question by Leroy Greaves: I don't know if anybody here is on the Judiciary Committee but there work load up there they just scramble everyday to stay current with the caseload that they got for them to be doing planning on things like submitting their whole operating budget instead of the Bureau to the Department of Justice which I think which is way more appropriate. I don't think me like that happening if that's what's happening at a snail's pace you know which is unfortunate but that's just a reality. If anybody walked into that Court room on Monday morning you know what I'm talking about because its standing room only in there. There's probably room in there for seventy five people, my goodness, and it really doesn't let up during the week either.

Discussion by Clayton Wright Jr.: I was kind of thinking about what Rodney said and after thinking about it I kind of agree that even with this case that we were talking about, these plaintiffs that you're going to be dealing with as the Director here and somebody up there is

**Special Meeting on Executive Director Position and Other
July 09, 2010**

going to say well he used his influence to sway them judges and go with TLE and just muddy the waters a little bit more and it will look bad on you and I sure don't want nothing bad on you.

Discussion by Leroy Greaves: I'll give it a lot more thought and I'll make some kind of decision during the probationary period. But I know like right know there's four people that they could use for any given panel, there's myself, Pomersshine, Cheryl Three Stars and Charlie Abourzek. Those are the only ones who are actually on board know and they recommended two more but if I get off they will only have three people anytime immediately and if there's somebody that has a conflict like for example Cheryl through legal Aide and if Legal Aide is represented by one of the parties she cannot be on the panel.

Discussion by Fern Bordeaux-Boltz: It'll lock it down.

Discussion by Leroy Greaves: Than they will have a two member panel then and that could really delay the disposition of the case. Sometimes we can draw these cases out any way because there really touch and go. I appreciate you guys expressing your concerns.

Discussion by Rodney Bordeaux: I wouldn't have any problem that you even doing the Santee one, one or two days out of the week or three days out of the month I mean.

Discussion by Leroy Greaves: Two days out of the month and three at most.

Discussion by Rodney Bordeaux: Santee is a real small Tribe and remain above water and I don't mind you doing that and to continue with that judge ship.

Discussion by Leroy Greaves: I'm very committed to that Tribe they have gone through some struggles that other tribes bigger and more powerful Tribes had not to deal with and I think for them to have a Lakota Judge I think is a benefit and it's amazing how many non Indians are Chief Judges in the various Courts around the Indian country and they may be well intentioned in everything but I just don't see them as having the same qualities as were there's a Tribal Judge who is a Chief Judge to me there's no comparison and those folks there and are not even in the same league and I'm not just saying that because I'm having to be a Chief Judge someplace but they don't understand and they never will.

Discussion by Rodney Bordeaux: In their leadership their pretty proud of who they are and they want to keep that and just the idea of coming close in the possible land purchase and that's going to strengthen all of us and there looking forward to that happening and their proud of who they are and they like to show that and that's good that we have you down there but were not going to have a problem continue working with them.

Discussion by Fern Bordeaux-Boltz: Any discussion if not there's a motion on the floor to offer Motion by Clayton Wright Jr. to offer Leroy Greaves, Executive Director Position at sixty five thousand (\$65,000.00) dollars with a ninety day probationary period and up to eighty thousand (\$80,000.00) dollars after the probationary period. Seconded by Dominic Harmon. Vote 6 in favor, 0 opposed, 1 not voting. MOTION CARRIED.

**Special Meeting on Executive Director Position and Other
July 09, 2010**

Discussion by Fern Bordeaux-Boltz: Next on the agenda is the payroll deduction policy for the staff. All you TLE Board have a copy of the policy. The motion by Ms. Cordier in the May, 2010 meeting was develop a policy and the consentience of the TLE Board was to go ahead and allow the staff to get payroll deduction at K-Mart, Anderson wherever the Tribe has set theirs up and Rose's motion was for TLE administration to develop the policy and Robert was gone so we had the staff do the policy and Virginia and Janice worked on it and the payroll deduction form attached is what they utilized here and if its all satisfactory to the TLE Board than we just need a motion to approve the policy for the payroll deduction.

Question by Robert Wood: What is the limit on it?

Discussion by Fern Bordeaux-Boltz: I think all stores are five hundred (\$500.00) dollars like K-Mart and you can go anywhere from one hundred (\$100.00) dollars to five hundred (\$500.00) dollars I think.

Discussion and question by Rose Cordier: Some of them are more. I have a question on the form on the on 4th bullet. Does that mean they can only have one at a time? Would if you want to start another one?

Discussion by Fern Bordeaux-Boltz: I thought I told them to change it.

Discussion by TLE Board Secretary on past employees who still owe on past payroll deductions.

Discussion by Fern Bordeaux-Boltz: They cannot get another one until old ones are paid up and are outstanding.

Question and discussion by Roe Cordier: At one business?

Discussion by Clayton Wright Jr. At Housing you're allowed only three (3) voluntary payroll deductions.

Discussion and by Fern Bordeaux-Boltz: I think what they use to be they tried to set it up like the Tribe, but the Tribe gives five (5), provided your net doesn't interfere. Shall we change the Policy that TLE Employees are eligible up to three (3) voluntary payroll deductions?

Discussion by Clayton Wright Jr. Just add it under the 4th bullet. The other one is to increase their collection. There's a little over Four Million dollars that's outstanding by Tribal employees and IHS employees, BIA employees and school employees and those that are on fixed incomes on Social Security and were trying to get accounts receivable back into control and so we can help more people and it doesn't seem fair to me that people that are working and won't paying their rent they can afford to drive these brand new cars and all this kind of stuff but they cannot afford to pay their rent and they come crying around because they don't have a place to rent because they got evicted. To me if their living in SWA house and they work for the Tribe or any other entities they should be paying their rent and they shouldn't be something that is voluntary.

Discussion by Fern Bordeaux-Boltz: It should be mandated by payroll deduction or something.

**Special Meeting on Executive Director Position and Other
July 09, 2010**

Discussion by Clayton Wright Jr.: I know Housing has done it for all their employees and have been doing that for the last ten years.

Discussion by Fern Bordeaux-Boltz: Have it mandated that any TLE employees having any arrearages with SWA Housing will do payroll deduction and cannot be stopped.

Question by Rose Cordier: Does TLE uses the Paid Program right now?

Discussion by Fern Bordeaux Boltz: We took our money out of there remember.

Question by Rose Cordier: Can we use it now?

Discussion by Fern Bordeaux Boltz: If we put money back into the Paid Program. They wanted each program to put ten thousand (\$10,000.00) dollars. Calvin had an argument with Cheryl or something.

Discussion by TLE Board on other payroll deductions.

Discussion by Leroy Greaves: Discussing payroll deductions and spread sheets with the CFO. Have the Executive Director work with staff and CFO on Personnel Policy and Procedures manual, needs to be updated terribly and it goes back to 1992.

Motion by Clayton Wright Jr. to approve the policy for payroll deduction with amendments. Seconded by Rodney Bordeaux. Vote 5 in favor, 0 opposed, 2 not voting.
MOTION CARRIED.

Discussion by Fern Bordeaux-Boltz: Auditors will be here on July 13, 2010 and if you need to delegate Patty on some of your work she will help the CFO for two (2) days a week as needed. I Wanted to go into executive session I guess since we have our Executive Director here I wanted to see a tremendous need just coming in as Chairman of the Board on certain days and helping Leroy Greaves and Sicangu Resource Development do a grant to the Indian Land Tenure. I see Emily White Hat when she was hired and do some tasks for the TLE Board. There's a tremendous need for in-house Policy and Procedures to be developed for each department. In the past there was some done and each department had a policy and procedure and nobody knows were that's at and each department needs to get the ball rolling here. We have a news paper and we should be putting in monthly reports in there. I see certain things the staff should be doing and there's a need for departmental manuals to be developed here in TLE and I think that was what Leroy Greaves was hired to develop on these policies in-house. There's cross training that needs to be done with staff people and I think that right know there's a tremendous need to get that going. One manager is gone the other managers cannot step in some of the situations so there's cross training that needs to be done, there's a need to get the staff to start their operating manuals for each of their departments and that's not happening. I just think that needs to get going. You're the new Director so you need to get a staff meeting called maybe Monday and start getting these managers start developing their manuals for their departments.

**Special Meeting on Executive Director Position and Other
July 09, 2010**

Discussion by Leroy Greaves: The one I started working on right away I think is pretty close to being adopted and that's the lease department.

Discussion by Fern Bordeaux-Boltz: Ernie has had that set up. We started developing a lease policy when Ernie first got started. He has a draft and you guys all got a copy of that and if you don't then you need to get another copy from Ernie because that's just for the leasing policy but how you do things in that department that's what I'm talking about each manager has to prepare a manual. How do you negotiate a lease well we use this form. That's all has to be spelled out you know because a lot of places do that and when they hire an individual and they go off that persons word but if you have a set of manuals for each department than anybody can come in and hire someone new and all they have to do is read the manual a step by step process on how that department down to the recording and everything should be in the manual and they use to be one here for each department but just coming in on not a daily basis two or three times a week and just watching what's going on in each department there is really not working together kind of thing and everybody is doing their own thing but TLE is very vital all our information should be right there when people come in and ask for it. That's why I want Jerry Bland and them here Thursday to do the 2009 audit I want some certain functions within this organization audited. I worry about some of these departments here because they're not doing their jobs the way I see so when Jerry comes in I want to see different departments within this organization audited because we are still involved in a lawsuit and if there ever comes a time we are audited we have to be ready for it and the staff could be doing more I see that and we have a newspaper why cannot we publicize the monthly reports in the Tribal newspaper so people will see that what we're doing over here while we negotiated and approve this many leases. Not everybody gets the minutes so it will be good practice for our staff and I know who developed our brochure but I see a TLE brochure and that should be put in the newspaper. Certain things that the staff could be working on so that people know what TLE is doing here and what we have to offer to our membership and I think that's good.

Discussion by Clayton Wright Jr.: I would like to see Leroy get into the position and kind of get his feet under him a little bit, figures out and see what and how everybody's working as a whole. He might have some input on what things that he wants to change to rather putting stuff on him and that he really hasn't had a chance to dive into and I would like to give him that opportunity first than see where he goes from there.

Discussion by Fern Bordeaux-Boltz: I guess my other request was that I asked Leroy if he was given a proper orientation when he was hired and he wasn't of course but so my only input would be to assist him if he needs me. I'm requesting approval of consideration by the TLE Board that I am allowed along with Mr. Whipple or somebody to give or Director orientation than if he needs me to come in to help on a certain issue if the staff cannot do it I would like to be compensated my per diem for that day and I've been doing a lot and the only ones I've been compensated for was approved by the TLE Board that I could be compensated for but again like I said you get new people coming into the organization and you don't have anybody orientating them it's kind of like they have to learn as they go and it shouldn't be that way and all I'm offering is my expertise to the new Director in orientation about how I think the program is what I experienced and how things have changed throughout the years and what the new Director has to look forward to as far as the organization itself because TLE is an unique organization and

**Special Meeting on Executive Director Position and Other
July 09, 2010**

anybody that comes to work for our organization is a learning experience, you learn something new every day and sometimes these new hires need direction need help and that's what I'm willing to offer that to the new Director or if they need help with any policies, drafts or work with the managers I could do that I just want authorization for the TLE Board to allow me to be compensated for my per diem. I don't know how you feel Leroy.

Discussion by Leroy Greaves: I welcome you.

Question by Rose Cordier: Is there going to be a limit?

Discussion by Fern Bordeaux-Boltz: For orientation, it'll take a day. I didn't get a second so. It will be as needed.

Motion by Richard "Smokey" Whipple to approve per Diem for Fern Bordeaux-Boltz. Seconded by Rose Cordier. Vote 3 in favor, 1 opposed, 2 not voting. MOTION CARRIED

Discussion by Rose Cordier: I think that there's a need for it because there are a lot of new people here coming on and you do have a lot of knowledge and expertise with TLE.

Question by Clayton Wright Jr.: So your limited one day orientation and after that as needed?

Discussion by Fern Bordeaux-Boltz: It shouldn't go over maybe two times a week or just to orientate you I could do that Monday and if you need me to help manage you and Robert with some of the managers on getting their policies started I can do that maybe once or twice a week. For the maximum two days a week I guess if I'm needed.

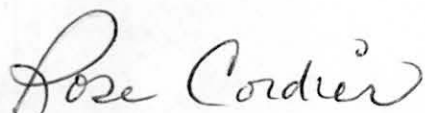
Discussion by TLE Board on depositary.

Discussion by TLE Board on a new building for TLE.

Discussion by Fern Bordeaux-Boltz: Have Robert Wood advertize for one month (30 days) for a new Research analyst.

Meeting adjourned at 12:17 pm

Motion by Richard "Smokey" Whipple to adjourn at 12:17 pm. Seconded by Dominic Harmon. Vote 6 in favor, 0 opposed, 1 not voting. MOTION CARRIED.



Fern Bordeaux-Boltz/
Fern Bordeaux-Boltz, Chairman
Tribal Land Enterprise
Board of Directors

**Special Meeting on Executive Director Position and Other
July 09, 2010**

anybody that comes to work for our organization is a learning experience, you learn something new every day and sometimes these new hires need direction need help and that's what I'm willing to offer that to the new Director or if they need help with any policies, drafts or work with the managers I could do that I just want authorization for the TLE Board to allow me to be compensated for my per diem. I don't know how you feel Leroy.

Discussion by Leroy Greaves: I welcome you.

Question by Rose Cordier: Is there going to be a limit?

Discussion by Fern Bordeaux-Boltz: For orientation, it'll take a day. I didn't get a second so. It will be as needed.

Motion by Richard "Smokey" Whipple to approve per Diem for Fern Bordeaux-Boltz. Seconded by Rose Cordier. Vote 3 in favor, 1 opposed, 2 not voting. MOTION CARRIED

Discussion by Rose Cordier: I think that there's a need for it because there are a lot of new people here coming on and you do have a lot of knowledge and expertise with TLE.

Question by Clayton Wright Jr.: So your limited one day orientation and after that as needed?

Discussion by Fern Bordeaux-Boltz: It shouldn't go over maybe two times a week or just to orientate you I could do that Monday and if you need me to help manage you and Robert with some of the managers on getting their policies started I can do that maybe once or twice a week. For the maximum two days a week I guess if I'm needed.

Discussion by TLE Board on depositary.


Discussion by TLE Board on a new building for TLE.

Discussion by Fern Bordeaux-Boltz: Have Robert Wood advertize for one month (30 days) for a new Research analyst.

Meeting adjourned at 12:17 pm

Motion by Richard "Smokey" Whipple to adjourn at 12:17 pm. Seconded by Dominic Harmon. Vote 6 in favor, 0 opposed, 1 not voting. MOTION CARRIED.

Rose Cordier

Fern Bordeaux-Boltz/ 
Fern Bordeaux-Boltz, Chairman
Tribal Land Enterprise
Board of Directors