



Mille Lacs Band of Ojibwe Indians
Gaming Regulatory Authority
Office of Gaming Regulation and Compliance

Guide: Preparing for Your Gaming License Application

Before starting a job at Grand Casino Mille Lacs or Hinckley, you must be licensed by the Gaming Regulatory Authority (GRA). This applies to all positions—gaming and non-gaming. Licensing ensures compliance with Tribal and federal law and protects the integrity of Mille Lacs Band gaming. Preparing ahead helps prevent delays and keeps your application moving.

What to Gather Before You Apply

Have the following ready before starting your application:

- ✓ Valid photo ID (Tribal ID, state ID, driver's license or passport)
- ✓ Social Security Number
- ✓ Employment history (names, addresses, dates)
- ✓ Home addresses from the past 10 years
- ✓ Any past court or legal documents (even if dismissed or not convicted)
- ✓ Any names you have previously used (maiden name, nickname, legal change).

Common Reasons Applications Are Delayed or Denied

Incomplete disclosure - Leaving out past criminal history

All criminal history must be reported—even if old or dismissed. Having a record does not automatically disqualify you, but failing to disclose it may.

Missing Information

List all requested employment history and home addresses. Gaps can delay processing.

Unreported past names

If you have ever used another name, be sure it is included.

Incomplete or inaccurate answers

Review your application carefully before submitting.

Missing Scheduled Appointments

Drug testing (UA) for GRA positions and fingerprinting are held on scheduled days only. Missing your appointment will delay your progress toward employment.

Honesty Is Key

Providing information up front will not hurt your application—leaving it out likely will. If you are unsure how to answer a question, contact us before submitting.

Check the Gaming Regulations Before Applying

Detailed Gaming Regulation (DGR) 7b explains license types and eligibility requirements. Reviewing it ahead of time can help you determine eligibility and avoid delays.

<https://millelacsband.com/government/indian-gaming-regulation/gaming-regulations-resolutions>

The GRA is an independent tribal government agency and works separately from casino or Mille Lacs Corporate Ventures (MLCV) Talent/Human Resources. We're happy to help with licensing and background process questions.

We're Here to Help. Your Success is Our Goal.

If you have questions or need assistance with the licensing or background process, please contact us:

- Visit: <https://millelacsband.com/government/indian-gaming-regulation>
- Call: 320-532-8253 (Mille Lacs) or 320-384-4742 (Hinckley)
- Email: gralicensing@grcasinos.com