

---

## INTEROFFICE MEMORANDUM

---

**TO:** MELANIE BENJAMIN, CHIEF EXECUTIVE  
**FROM:** *CMB* CAROLYN BEAULIEU, SECRETARY-TREASURER  
**SUBJECT:** PASSAGE OF BILL WITHOUT CHIEF EXECUTIVE SIGNATURE  
**DATE:** JULY 26, 2017  
**CC:** FILE  
BAND ASSEMBLY



Pursuant to the powers listed in 3 MLBSA § 16(c) "...each bill shall be personally delivered to the Chief Executive, who shall have five calendar days from the date of receipt to either sign the bill into law, or veto the bill...In the event he neither signs the bill or vetoes it, it shall become law without his signature after the expiration of five days from the date of receipt of the bill."

Band Assembly Bill(s): 17-03-38-17, 17-03-39-17, 17-03-40-17 was delivered directly to you on July 18, 2017 at 4:50 p.m. after the compromise hearing was held. The following changes were agreed upon and made to the Bills: Section 7 (f) would be deleted from all three bills, and that Section 7 (g) would be changed to state that the Secretary-Treasurer would levy fines and not OMB. As of July 26, 2017 they have yet to be returned to the Legislative Office with your original signature and date, or a written veto message containing objections to the Bill. At this time, the Bill becomes law and will be forwarded to The Office of Management and Budget to be processed.

Band Assembly Bill(s): 17-04-41-17 was delivered to the Chief Executive Office on July 18, 2017 at 4:50 p.m. and on July 26, 2017 the bill still has yet to be returned to the Legislative Office with your original signature and date, or a written veto message containing objections to the Bill. At this time, the Bill becomes law and will be forwarded to The Office of Management and Budget to be processed.

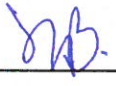


MILLE LACS BAND OF OJIBWE  
LEGISLATIVE BRANCH

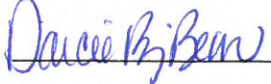
**CERTIFICATION**

**Band Assembly Bill**

I, Darcie Big Bear, officially certifying that I personally delivered Band Assembly Bill(s):  
**17-03-38-17, 17-03-39-17, 17-03-40-17, and 17-04-41-17** to the Chief Executive Office  
on July 18, 2017 at 4:50 p.m.

Received by  7/18/17 in the Chief Executive Office.  
Sign & Date

As authorized in 3 MLBSA sec. 16(c), Band Assembly Bill(s): **17-03-38-17, 17-03-39-17, 17-03-40-17, and 17-04-41-17** must be returned to the Legislative Office within five calendar days of its receipt or **no later than July 23, 2017 at 4:30 p.m.** If the aforementioned Bill is not returned within five calendar days with a signature or notice of veto, it automatically becomes law without the Chief Executive's signature.

 7/18/2017

Sign & Date

## Ordinance 38-17

An Ordinance for Mille Lacs Corporate Ventures (“Corporate Ventures”), a corporate body politic of the Mille Lacs Band of Ojibwe (“Band”), for the purpose of appropriating funds and authorizing expenditures to Corporate Ventures for its operations, and capital and economic development projects for the period beginning October 1, 2016 and ending September 30, 2017.

The District I Representative introduced the following Bill on the 6<sup>th</sup> day of July, 2017.

### Preamble

It is enacted by the Band Assembly of the Mille Lacs Band of Ojibwe (“Band Assembly”) for the purpose of appropriating funds and authorizing expenditures to Corporate Ventures for its operations, and capital and economic development projects for the period beginning October 1, 2016 and ending September 30, 2017.

**Statement of Purpose.** The Band Assembly recognizes that economic development is the essential mandate of Corporate Ventures. Corporate Ventures is created by Band Statute to, among other purposes, establish and operate commercial enterprises for the benefit of the Band, to avail the Band of the benefits of engaging in business and economic development without subjecting the Band to the erosion of its inherent sovereignty, and to insulate Band assets from liability assumed in the conduct of its business operations. 16 MLBSA § 102 (c), (e), (f). To that end, the Band Assembly is committed to support Corporate Ventures in its efforts at economic development and business diversification.

**Section 1. General Appropriation.** The Band Assembly hereby appropriates and authorizes expenditures consistent with this Act or other applicable Band law to Corporate Ventures for the period beginning October 1, 2016 and ending September 30, 2017 for its operations, and capital and economic development projects, subject to and in accordance with the terms of this Ordinance.

- (a) No later than August 1, 2017, Corporate Ventures shall submit a budget to the Band Assembly for the 2018 fiscal year. The FY2018 budget shall be in such form and content to provide supporting detail in accord with general custom and usage for similar types of business budgets and shall be specific to allow the Band Assembly to reasonably discern the proposed actions and expenditures of Corporate Ventures. The proposed budget shall consist of the following component parts: Corporate Ventures’ existing and proposed capital and economic development projects; and the general operations of the Corporate Ventures entity.
- (b) Unless otherwise approved by Band Assembly Resolution, any and all funds previously appropriated and remaining in the Corporate Ventures Business and Economic Development Fund at the end of fiscal year 2017 shall not be carried

over into the next fiscal year, but shall be deposited into the Gaming Business and Economic Development Fund of the Mille Lacs Band Government within sixty (60) calendar days after the start of FY2018, but no later than November 30, 2017.

- (c) Corporate Ventures shall report to the Band Assembly on a quarterly basis, or as otherwise requested by the Band Assembly, the cash requirement levels needed to run its operations and the justification to support the use of such funds.

**Section 2. Revenue.** (Repealed)

**Section 3. Operations Budget.** Operations of Corporate Ventures are subject to a limit of six million twenty-nine thousand seven hundred thirty-two dollars and no cents (\$6,029,732.00) and a capital projects reserve of one million seven hundred eighty-nine thousand seven hundred eighty-eight dollars and no cents (\$1,789,788.00) for fiscal year 2017. Capital projects are funded from the capital reserve budget line item. Any funding requests for capital projects exceeding one hundred thousand dollars (\$100,000) shall be submitted to the Band Assembly for pre-approval.

- (a) Permissible Uses. The Operations Subaccount of the Corporate Ventures Business and Economic Development Fund may be expended by Corporate Ventures for any of the following purposes as determined by the Band Assembly, but in all instances shall not exceed the appropriated amount:
  - (1) Salaries of Corporate Ventures personnel;
  - (2) Incentive programs to front line staff if paid in accordance with reasonable policies and procedures expressly adopted by formal action of the Corporate Ventures Board of Directors;
  - (3) Fees paid for professional services provided there is a valid contract between Corporate Ventures and the professional service provider;
  - (4) Rent for Corporate Ventures office space, storage space, and any other uses that Corporate Ventures may have for building space;
  - (5) Supplies and equipment;
  - (6) Utilities;
  - (7) Costs for meeting expenses;
  - (8) Travel expenses if disbursed in full accordance with travel policies and procedures expressly adopted by formal action of the Corporate Ventures Board of Directors;
  - (9) Administrative expenses which are reasonable and necessary for the effective and efficient operation and the execution of Corporate Ventures, provided that any promotional items including, but not limited to, all tickets to all entertainment events which are not directly given or sold to patrons or vendors by Corporate Ventures, Grand Casino Hinckley, Grand Casino Mille Lacs or its agents, shall be equally distributed to elected officials for purchase and distribution; and
  - (10) Other reasonable operating expenses.

- (b) Modification. Any line item budget modification totaling one hundred thousand dollars (\$100,000) or more must be approved by Corporate Ventures Board of Directors. The Commissioner of Corporate Affairs shall notify the Secretary-Treasurer of the Band of the change in writing within five (5) business days of the Corporate Ventures Board of Directors action.

#### **Section 4. Economic Development Projects Budget.**

- (a) Permissible Uses. Permissible uses of Economic Development projects budget funds include the following:
  - (1) start-up costs of new businesses or the acquisition of existing businesses;
  - (2) purchase of real estate;
  - (3) expansion of existing non-gaming Corporate Ventures businesses, including any additions or improvements to amenities consistent with the purpose of those businesses when the expenses are not permitted expenditures from Capital Reserves or exceed available funds from Capital Reserves; and
  - (4) the purchase, in whole or in part of any ownership interest, including shares of stock, joint ventures, membership in a Limited Liability Company or similar entity, or any other business structure or arrangement.
- (b) Projects Equal To Or Less Than \$250,000. At least ten (10) business days before expending money on a project equal to or exceeding twenty-five thousand dollars (\$25,000) and less than two hundred fifty thousand dollars (\$250,000), Corporate Ventures shall provide written notice to the Band Assembly. If the Band Assembly stays the project within ten (10) business days after receiving proper notice, then Corporate Ventures may not expend money on the project.
- (c) Projects In Excess Of \$250,000. Corporate Ventures shall notify the Band Assembly of any payment to a vendor exceeding two hundred fifty thousand dollars (\$250,000), which is paid as either a single payment or in a cumulative amount to the same vendor within the fiscal year. Corporate Ventures may not expend more than two hundred fifty thousand dollars (\$250,000) on any single project without prior authorization from the Band Assembly. Said authorization shall be in the form of a Resolution adopted by the Band Assembly.

#### **Section 5. Capital Projects Budget.**

- (a) The Commissioner of Corporate Affairs shall present the Capital Projects Plan to the Commissioner of Finance no later than August 1st of each year. The Plan shall include detailed reports which describe capital improvements completed during the fiscal year as well as those planned for the next fiscal year and four (4) years thereafter. The Plan shall not be binding on Corporate Ventures, but will be used by the Band Assembly as a tool to project future capital project cost outlays

to facilitate the annual budgetary process. Upon receipt of the Plan, the Commissioner of Finance and the Commissioner of Corporate Affairs shall meet with the Band Assembly to discuss the details of the Plan. The Band Assembly reserves all authority to approve or adjust any Plan being proposed by the Commissioner of Corporate Affairs.

- (b) At the end of fiscal year 2017, Corporate Ventures shall submit a report detailing the 2017 fiscal year's capital expenditures and funds expended to complete projects. Except as otherwise approved by Band Assembly Resolution, any funds previously appropriated and remaining at the end of fiscal year 2017, excluding obligated funds in any casino capital improvement budget line item at the end of fiscal year 2017 shall be deposited in Gaming Business and Economic Development Fund within sixty (60) calendar days.

**Section 6. Reporting Requirements.** Corporate Ventures shall provide quarterly reports to the Chief Executive, Speaker of the Assembly, District Representatives, and the Commissioner of Finance at official quarterly meetings and at other times as requested.

- (a) Reporting on Business Participation. The required form of reporting shall be in a format acceptable to the Band Assembly to maximize the value of the information contained therein. The Band Assembly may at any time, following reasonable notice, call to meet with the Commissioner of Corporate Affairs to discuss any and all matters concerning any of the Corporate Ventures owned businesses, subsidiaries or investments. At a minimum, Corporate Ventures shall report or cause to be reported to the Band Assembly the following information concerning its operations:
  - (1) quarterly balance sheet, income or profit and loss, and cash flow statements;
  - (2) annual audited financial statements within one hundred twenty (120) days of the end of the fiscal year;
  - (3) all other activities Corporate Ventures is engaged in including, but not limited to, business regulation;
  - (4) any business record, statement, or other document in the possession or control of Corporate Ventures, its subsidiaries, or direct investments and, at the Band Assembly's request, delivered no later than ten (10) consecutive business days from the date of the request; and
  - (5) a monthly written summary of all Corporate Ventures vendor contracts which have been submitted to the Corporate Ventures Legal Department for review. The contract summary shall be submitted within five (5) business days of the end of each month. The summary shall include:
    - (i) Contract name;
    - (ii) Name of the vendor providing goods and/or services;
    - (iii) Amount of the contract;
    - (iv) Description of the goods and/or services to be provided;

- (v) The contract start and end dates;
  - (vi) Corporate Ventures department for which the goods or services are to be provided and the departmental employee who initiated the contract;
  - (vii) Master control number; and
  - (viii) Other ancillary information applicable to the contract.
- (6) Band member and other Native American employment summary at quarter end. The summary shall be in sufficient detail to discern position, date of hire, date of termination, and tribal affiliation.

**Section 7. Miscellaneous Provisions.**

- (a) Corporate Ventures Loans and Other Credit. Corporate Ventures shall not borrow, lend or enter into any loan or lease agreement or establish any line of credit, which individually, or in aggregate, are in excess of two hundred fifty thousand dollars (\$250,000) without the prior approval by the Band Assembly.
- (b) Tax Revenue. All tax revenue collected by Corporate Ventures or an entity thereof shall not be distributed or used for any purpose other than that expressly provided for by appropriation of the Band Assembly.
- (c) Employment Information. Corporate Ventures shall submit a report to the Band Assembly detailing the specific budgeted dollar amount for each of the top twenty-five (25) positions, vacant or filled, within Corporate Ventures and shall report a dollar value in the aggregate for all the remaining positions no later than the first of March (March 1) of every year. Bonus amounts for each of the top positions shall also be included in this report.
- (d) Prohibited Projects. Corporate Ventures shall not use funds for any business activity, purpose, or venture that is illegal or inconsistent with the values of the Band.
- (e) The professional and personal development of Band members is a priority of the Band Assembly. As such, Corporate Ventures shall:
  - (i) Work with Band Member Development Advocates and TERO Representatives, who are employees of the Band, to ensure Band members are given opportunities for employment and professional growth in order to increase Band member self-esteem and career progression.
  - (ii) Increase Band member employment, retention, promotion, and training opportunities by ten percent (10%) from October 1, 2016 to September 30, 2017, and every year thereafter.
  - (iii) Implement measureable and sustainable Band member development goals.
  - (iv) Create and implement a Band Member succession plan for management positions.

- (v) Submit monthly reports to Band Member Development Advocates and TERO Representatives that includes statistics on the number of Band members hired, working positions, training opportunities and results, and promotions at Corporate Ventures. Band Member Development Advocates and TERO Representatives shall then provide quarterly reporting to the Band Assembly.
  - (vi) Human Resources and departmental management shall be responsible and held accountable to ensure all Band Member goals and promotion opportunities are routine and applied on a consistent basis. Human Resources and departmental management may be re-structured if these goals are not consistently met.
- (g) Failure to meet the requirements in this Ordinance will result in fines levied by the Secretary-Treasurer, or withholding of funds.



Ordinance 38-17  
(Band Assembly Bill 17-03-38-17)

Introduced to the Band Assembly on this  
Sixth day of July in the year  
Two thousand seventeen.

Passed by the Band Assembly on this  
Sixth day of July in the year  
Two thousand seventeen.

  
\_\_\_\_\_  
Carolyn Beaulieu, Speaker of the Assembly

APPROVED

Date: \_\_\_\_\_

\_\_\_\_\_  
Melanie Benjamin, Chief Executive

**OFFICIAL SEAL OF THE BAND**

## **Band Assembly Bill 17-03-38-17**

A Bill for Mille Lacs Corporate Ventures (“Corporate Ventures”), a corporate body politic of the Mille Lacs Band of Ojibwe (“Band”), for the purpose of appropriating funds and authorizing expenditures to Corporate Ventures for its operations, and capital and economic development projects for the period beginning October 1, 2016 and ending September 30, 2017.

The District I Representative introduced the following Bill on the 6<sup>th</sup> day of July, 2017.

### **Preamble**

Be it enacted by the Band Assembly of the Mille Lacs Band of Ojibwe (“Band Assembly”) for the purpose of appropriating funds and authorizing expenditures to Corporate Ventures for its operations, and capital and economic development projects for the period beginning October 1, 2016 and ending September 30, 2017.

**Statement of Purpose.** The Band Assembly recognizes that economic development is the essential mandate of Corporate Ventures. Corporate Ventures is created by Band Statute to, among other purposes, establish and operate commercial enterprises for the benefit of the Band, to avail the Band of the benefits of engaging in business and economic development without subjecting the Band to the erosion of its inherent sovereignty, and to insulate Band assets from liability assumed in the conduct of its business operations. 16 MLBSA § 102 (c), (e), (f). To that end, the Band Assembly is committed to support Corporate Ventures in its efforts at economic development and business diversification.

**Section 1. General Appropriation.** The Band Assembly hereby appropriates and authorizes expenditures consistent with this Act or other applicable Band law to Corporate Ventures for the period beginning October 1, 2016 and ending September 30, 2017 for its operations, and capital and economic development projects, subject to and in accordance with the terms of this Ordinance.

- (a) No later than August 1, 2017, Corporate Ventures shall submit a budget to the Band Assembly for the 2018 fiscal year. The FY2018 budget shall be in such form and content to provide supporting detail in accord with general custom and usage for similar types of business budgets and shall be specific to allow the Band Assembly to reasonably discern the proposed actions and expenditures of Corporate Ventures. The proposed budget shall consist of the following component parts: Corporate Ventures’ existing and proposed capital and economic development projects; and the general operations of the Corporate Ventures entity.
- (b) Unless otherwise approved by Band Assembly Resolution, any and all funds previously appropriated and remaining in the Corporate Ventures Business and Economic Development Fund at the end of fiscal year 2017 shall not be carried

over into the next fiscal year, but shall be deposited into the Gaming Business and Economic Development Fund of the Mille Lacs Band Government within sixty (60) calendar days after the start of FY2018, but no later than November 30, 2017.

- (c) Corporate Ventures shall report to the Band Assembly on a quarterly basis, or as otherwise requested by the Band Assembly, the cash requirement levels needed to run its operations and the justification to support the use of such funds.

**Section 2. Revenue. (Repealed)**

**Section 3. Operations Budget.** Operations of Corporate Ventures are subject to a limit of six million twenty-nine thousand seven hundred thirty-two dollars and no cents (\$6,029,732.00) and a capital projects reserve of one million seven hundred eighty-nine thousand seven hundred eighty-eight dollars and no cents (\$1,789,788.00) for fiscal year 2017. Capital projects are funded from the capital reserve budget line item. Any funding requests for capital projects exceeding one hundred thousand dollars (\$100,000) shall be submitted to the Band Assembly for pre-approval.

- (a) **Permissible Uses.** The Operations Subaccount of the Corporate Ventures Business and Economic Development Fund may be expended by Corporate Ventures for any of the following purposes as determined by the Band Assembly, but in all instances shall not exceed the appropriated amount:
  - (1) Salaries of Corporate Ventures personnel;
  - (2) Incentive programs to front line staff if paid in accordance with reasonable policies and procedures expressly adopted by formal action of the Corporate Ventures Board of Directors;
  - (3) Fees paid for professional services provided there is a valid contract between Corporate Ventures and the professional service provider;
  - (4) Rent for Corporate Ventures office space, storage space, and any other uses that Corporate Ventures may have for building space;
  - (5) Supplies and equipment;
  - (6) Utilities;
  - (7) Costs for meeting expenses;
  - (8) Travel expenses if disbursed in full accordance with travel policies and procedures expressly adopted by formal action of the Corporate Ventures Board of Directors;
  - (9) Administrative expenses which are reasonable and necessary for the effective and efficient operation and the execution of Corporate Ventures, provided that any promotional items including, but not limited to, all tickets to all entertainment events which are not directly given or sold to patrons or vendors by Corporate Ventures, Grand Casino Hinckley, Grand Casino Mille Lacs or its agents, shall be equally distributed to elected officials for purchase and distribution; and
  - (10) Other reasonable operating expenses.

- (b) Modification. Any line item budget modification totaling one hundred thousand dollars (\$100,000) or more must be approved by Corporate Ventures Board of Directors. The Commissioner of Corporate Affairs shall notify the Secretary-Treasurer of the Band of the change in writing within five (5) business days of the Corporate Ventures Board of Directors action.

**Section 4. Economic Development Projects Budget.**

- (a) Permissible Uses. Permissible uses of Economic Development projects budget funds include the following:
  - (1) start-up costs of new businesses or the acquisition of existing businesses;
  - (2) purchase of real estate;
  - (3) expansion of existing non-gaming Corporate Ventures businesses, including any additions or improvements to amenities consistent with the purpose of those businesses when the expenses are not permitted expenditures from Capital Reserves or exceed available funds from Capital Reserves; and
  - (4) the purchase, in whole or in part of any ownership interest, including shares of stock, joint ventures, membership in a Limited Liability Company or similar entity, or any other business structure or arrangement.
- (b) Projects Equal To Or Less Than \$250,000. At least ten (10) business days before expending money on a project equal to or exceeding twenty-five thousand dollars (\$25,000) and less than two hundred fifty thousand dollars (\$250,000), Corporate Ventures shall provide written notice to the Band Assembly. If the Band Assembly stays the project within ten (10) business days after receiving proper notice, then Corporate Ventures may not expend money on the project.
- (c) Projects In Excess Of \$250,000. Corporate Ventures shall notify the Band Assembly of any payment to a vendor exceeding two hundred fifty thousand dollars (\$250,000), which is paid as either a single payment or in a cumulative amount to the same vendor within the fiscal year. Corporate Ventures may not expend more than two hundred fifty thousand dollars (\$250,000) on any single project without prior authorization from the Band Assembly. Said authorization shall be in the form of a Resolution adopted by the Band Assembly.

**Section 5. Capital Projects Budget.**

- (a) The Commissioner of Corporate Affairs shall present the Capital Projects Plan to the Commissioner of Finance no later than August 1st of each year. The Plan shall include detailed reports which describe capital improvements completed during the fiscal year as well as those planned for the next fiscal year and four (4) years thereafter. The Plan shall not be binding on Corporate Ventures, but will be used by the Band Assembly as a tool to project future capital project cost outlays

to facilitate the annual budgetary process. Upon receipt of the Plan, the Commissioner of Finance and the Commissioner of Corporate Affairs shall meet with the Band Assembly to discuss the details of the Plan. The Band Assembly reserves all authority to approve or adjust any Plan being proposed by the Commissioner of Corporate Affairs.

- (b) At the end of fiscal year 2017, Corporate Ventures shall submit a report detailing the 2017 fiscal year's capital expenditures and funds expended to complete projects. Except as otherwise approved by Band Assembly Resolution, any funds previously appropriated and remaining at the end of fiscal year 2017, excluding obligated funds in any casino capital improvement budget line item at the end of fiscal year 2017 shall be deposited in Gaming Business and Economic Development Fund within sixty (60) calendar days.

**Section 6. Reporting Requirements.** Corporate Ventures shall provide quarterly reports to the Chief Executive, Speaker of the Assembly, District Representatives, and the Commissioner of Finance at official quarterly meetings and at other times as requested.

- (a) Reporting on Business Participation. The required form of reporting shall be in a format acceptable to the Band Assembly to maximize the value of the information contained therein. The Band Assembly may at any time, following reasonable notice, call to meet with the Commissioner of Corporate Affairs to discuss any and all matters concerning any of the Corporate Ventures owned businesses, subsidiaries or investments. At a minimum, Corporate Ventures shall report or cause to be reported to the Band Assembly the following information concerning its operations:
  - (1) quarterly balance sheet, income or profit and loss, and cash flow statements;
  - (2) annual audited financial statements within one hundred twenty (120) days of the end of the fiscal year;
  - (3) all other activities Corporate Ventures is engaged in including, but not limited to, business regulation;
  - (4) any business record, statement, or other document in the possession or control of Corporate Ventures, its subsidiaries, or direct investments and, at the Band Assembly's request, delivered no later than ten (10) consecutive business days from the date of the request; and
  - (5) a monthly written summary of all Corporate Ventures vendor contracts which have been submitted to the Corporate Ventures Legal Department for review. The contract summary shall be submitted within five (5) business days of the end of each month. The summary shall include:
    - (i) Contract name;
    - (ii) Name of the vendor providing goods and/or services;
    - (iii) Amount of the contract;
    - (iv) Description of the goods and/or services to be provided;

- (v) The contract start and end dates;
  - (vi) Corporate Ventures department for which the goods or services are to be provided and the departmental employee who initiated the contract;
  - (vii) Master control number; and
  - (viii) Other ancillary information applicable to the contract.
- (6) Band member and other Native American employment summary at quarter end. The summary shall be in sufficient detail to discern position, date of hire, date of termination, and tribal affiliation.

**Section 7. Miscellaneous Provisions.**

- (a) Corporate Ventures Loans and Other Credit. Corporate Ventures shall not borrow, lend or enter into any loan or lease agreement or establish any line of credit, which individually, or in aggregate, are in excess of two hundred fifty thousand dollars (\$250,000) without the prior approval by the Band Assembly.
- (b) Tax Revenue. All tax revenue collected by Corporate Ventures or an entity thereof shall not be distributed or used for any purpose other than that expressly provided for by appropriation of the Band Assembly.
- (c) Employment Information. Corporate Ventures shall submit a report to the Band Assembly detailing the specific budgeted dollar amount for each of the top twenty-five (25) positions, vacant or filled, within Corporate Ventures and shall report a dollar value in the aggregate for all the remaining positions no later than the first of March (March 1) of every year. Bonus amounts for each of the top positions shall also be included in this report.
- (d) Prohibited Projects. Corporate Ventures shall not use funds for any business activity, purpose, or venture that is illegal or inconsistent with the values of the Band.
- (e) The professional and personal development of Band members is a priority of the Band Assembly. As such, Corporate Ventures shall:
  - (i) Work with Band Member Development Advocates and TERO Representatives, who are employees of the Band, to ensure Band members are given opportunities for employment and professional growth in order to increase Band member self-esteem and career progression.
  - (ii) Increase Band member employment, retention, promotion, and training opportunities by ten percent (10%) from October 1, 2016 to September 30, 2017, and every year thereafter.
  - (iii) Implement measureable and sustainable Band member development goals.
  - (iv) Create and implement a Band Member succession plan for management positions.

- (v) Submit monthly reports to Band Member Development Advocates and TERO Representatives that includes statistics on the number of Band members hired, working positions, training opportunities and results, and promotions at Corporate Ventures. Band Member Development Advocates and TERO Representatives shall then provide quarterly reporting to the Band Assembly.
  - (vi) Human Resources and departmental management shall be responsible and held accountable to ensure all Band Member goals and promotion opportunities are routine and applied on a consistent basis. Human Resources and departmental management may be re-structured if these goals are not consistently met.
- (g) Failure to meet the requirements in this Ordinance will result in fines levied by the Secretary-Treasurer, or withholding of funds.