

**BAY MILLS INDIAN COMMUNITY**  
**GAMING COMMISSION RULES**

**RULE 10: LICENSE ISSUANCE AFTER LAPSE IN EMPLOYMENT**

(a) **New License Required.** A person who has previously been licensed by the Gaming Commission for any position and has subsequently terminated employment for any reason during the license period must apply for and obtain a new license under Section 6 of the Bay Mills Indian Community Gaming Ordinance.

(b) **Fee for Background Check.** Any person applying for a new license within one (1) year of the issuance by the Gaming Commission of a gaming license to said person shall reimburse the Commission for the costs of conducting a criminal history background check in the amount of Forty Dollars (\$40.00). Said fee shall accompany the person's application.

(c) **Persons Ineligible for License.** Any previously licensed employee who was terminated from employment for fraud, theft, falsifying information, cheating or embezzlement shall be eligible for a gaming license under the following circumstances:

(1) if the termination occurred less than five (5) years previous to the license application, an investigation by the Gaming Commission results in an explicit finding that the grounds cited for termination of employment are not supported by clear and convincing evidence of wrong-doing; or

(2) if the termination occurred more than five (5) years previous to the license application, an explicit finding that the grounds cited for termination of employment were not supported by clear and convincing evidence of wrong-doing, or upon an explicit finding that the applicant has provided clear and convincing evidence that the applicant is unlikely to engage in any similar course of conduct, based on the results of the background investigation performed as provided in Rule 2 of the Gaming Commission.

## CERTIFICATION

This is to certify that the above Gaming Commission Rule No. 10, as amended by revising Sec.(c), has been passed and approved at a meeting of the Bay Mills Executive Council on the 22d day of December, 2014, with a vote of 4 in favor, 0 opposed, 1 abstaining, and 0 absent. The Tribal President must abstain except in the event of a tie.



Anthony J. LeBlanc, Secretary  
Bay Mills Executive Council