

On or about August 15-17, 2008 I informed my manager that I was not going to be in to work that Thursday and Sunday, which would have been August 21<sup>st</sup> and 24<sup>th</sup> 2008. I did this through my manager's (Russ M.) GroupWise. GroupWise is the official electronic mail system for the Sault Tribe and Kewadin Casino.

On August 26, 2008 I walked into the Entertainment Office at Kewadin Casino and was told by my manager's secretary (Karen V.) I was going to have paperwork in the mail do not bother coming in on Thursday.

On August 27, 2008 I received termination papers from Kewadin Casino for a three day no call no show. The dates were for August 21, 23, and 24 2008. I did not grieve the termination because I had another job at the time. In October of 2008 I filed for Unemployment Compensation. I received Unemployment Compensation Up until March 2009 when Far Management and Kewadin Casino put in an Appeal for Re-determination on February 25, 2009.

That court hearing was scheduled and held March 30, 2009. I had all the documentation saved on my cell phone of the Groupwise message that was opened by my manager (Russ M.) and I just had to have it printed. That documentation proved I did call in and should not have been terminated therefore I would be eligible for Unemployment Compensation. Unfortunately I was in an accident on March 26, 2009 and my cell phone was damaged. I could not retrieve the information because of the damage to the phone. But Jennifer M, from the Human Resource Department did see the Groupwise on my phone where it was sent to Russ M. when I submitted a re-hire slip back in November 21, 2008.

On March 13, 2008 I had a meeting with the Sault Ste. Marie Tribe of Chippewa Indians Chairman to ask if he would look into the GroupWise back up log and find the information that I needed. In the meeting he said to Lona his assistant "I thought we didn't fight Unemployment Claims anymore". He did not tell me one way or the other if he would look into the situation for me. I put a letter to the Sault Ste. Marie Tribe of Chippewa Indians Human Resource Department asking for them to look into the Groupwise and Text Messaging to prove my case. They gave me a response in writing denying the access of the information. I called the Chairman's office again and they told me that the Human Resource Department was going to handle the situation and I should be hearing from them. I asked for a letter in writing on the Chairman's decision on this matter and was told he would not be putting anything in writing. It would be HR's decision. I followed my chain of command, the Human Resource Department responded so the next step would be the Chairman. I tried getting the information starting with my former manager, human resource, Tony G, and final step the Chairman. Nobody was willing to give me a response in writing only the HR Dept, and it was denied. Kristen from the HR department told me to contact a lawyer. Denny M. a Board Member told me to contact a lawyer.

During the court hearing Russ M. lied to the judge who handled the case. He said that I did not call in and I did not have a replacement for the days I called in for. He said he had to work my shifts. I did have a replacement. His name is Nick L. Nick had the secretary pull up his Kronos and he did work for me on two of the days I had I asked him too. If we were to pull up Russ's Kronos it would show he did not work the Box Office Hours. Nick went to the Human Resource

Department and Kristen G. told him there is no way to prove it. But there is all you have to do is check with accounting.

One extra little step is all it would take. The same goes for the GroupWise. Why won't they go this one extra step for a former team-member and Tribal Member?

On May 13, 2009 I went to the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors in an official meeting to ask if they would over-rule the Human Resource Department's decision and the Chairman's decision on looking into the Groupwise and Phone Messages of my manager. One Board Member (D.J.) said that should be easy Isaac M. should be able to do that. Which is true it is very easy for Isaac M. to look this information up? The problem is nobody will give him permission to look this information up. The reason why is because it makes Russ M. look bad for not following Kewadin Casino Policy and Procedure properly. Maybe they like having managers that don't follow policy and procedure and lie. (He lied under oath during our court hearing by the way.) I think it is the family thing again. Russ had told me himself after I was termed. He didn't want to do it but the decision came from higher up.

Since the meeting there has been no response from the Board of Directors, only Denny M. yelling at me today about the situation. This was in front of Box Office Staff and Hotel Staff. The Human Resource Department told Denny M. it was the State of Michigan that denied my Unemployment Compensation that it wasn't Kewadin Casino. Denny M. is now confused on the whole situation and cannot comprehend that maybe just maybe HR is not being totally honest with him. I tried explaining this to Denny M. and that is when he freaked out on me at the Box Office today May 21, 2009.

Now my question is why the Human Resource Department won't, Chairman and Board of Directors go that extra step to resolve this issue? One little extra step to look into the GroupWise and Phone Log! Why am I being attacked publicly by a Board Member when the meeting was held in a closed session? Why won't the Sault Ste. Marie Tribe of Chippewa Indians Human Resource Department, Chairman and Board of Directors go the extra little step to help a Sault Tribe Member? We know the Chairman has the authority to over-rule the HR department. But he refuses to do so, WHY? Why won't he put it in writing? We know the Board of Directors has the authority to over-rule the Chairman. But they failed to do so, WHY? I now have to pay back the Unemployment Compensation I received which is just under five thousand dollars. They all know this and will still not look up the information I requested on the computer and phone systems.

WHY not try to help a Sault Tribe Member? Why did a Board Member go to my former manager and tell him what happened in closed session today? They say get a lawyer. If I did would I be eligible for back pay and my job back for wrongful termination? Or maybe eligible for my Unemployment back? Would Russ M. be reprimanded for not following company policy and procedure or do they already know this and are protecting him? Would I stop getting harassed by certain Board Members while I am in the casino? They want me to get a lawyer because they love to flush Our Tribal Money down the drain. This is what they are doing with the FAR Management Group they hired to handle the Unemployment Claims.

My Unemployment case is most likely going to Circuit Court. Again I ask why pay Far Management Group to dispute a claim that could be settled if they would look into the GroupWise and Phone Log? STOP Wasting Tribe Funds. Denny M. said we pay FAR Management Group a few thousand dollars a year to handle the claims. The Human Resource Department should be handling the claims. If our Tribe is so broke why do have to outsource to this company? Who owns this company? How long have we dealt with this company? Is the Human Resource Department not capable of handling this type of work? The BIA needs to step in and actually see what our Tribe is doing to it's Own People. In my meeting with the Chairman he did not even know company policy and procedure. He looked at his assistant for direction, it was sad. Our Human Resource Department and Board of Directors should be for the people not against the people. What good is our Chairman and Board of Directors if they are not willing to help a Tribal Member. One Board Member was not present at the meeting and I did not seek his advice. Maybe I should have!

Thank You,

Donna Marble

May 21, 2009