

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

**RULE 12: RESTRICTIONS ON GAMING ACTIVITY BY EMPLOYEES**

(a) **All Gaming Prohibited.** A person holding one of the following positions, or their equivalent, is prohibited from any type of gaming within the licensed facilities:

- (1) General Manager
- (2) Assistant General Manager
- (3) Director of Security and Surveillance
- (4) Director of Gaming Operations
- (5) Executive Assistant
- (6) Director of Marketing
- (7) Chief Financial Officer

(b) **Card Game Play Prohibited.** The following employees are prohibited from playing card games, which are defined as those games in which the gaming operation is not a party to wagers and from which the gaming operation does not receive compensation in any form, including a rake, time buy-in, or any other fee or payment from a player for the privilege of playing:

- (1) Table Games Manager
- (2) Lead Pit Boss

(c) **Table Game Play Prohibited.** The following employees are prohibited from playing table games, which are defined as games that are banked by the house or by a pool, whereby the house or pool pays off all winning bets and collects from losing bets:

- (1) Employees of the Gaming Department
- (2) Employees of the Surveillance Department
- (3) Director of Cage Operations
- (4) Cage Manager
- (5) Cage Shift Manager

- (6) Vault Cashier
- (d) **Slot Machine Play Prohibited.** The following employees are prohibited from playing a slot machine:
- (1) Employees of the Slot Department
  - (2) All employees of the IT Department
  - (3) Casino Database Manager/Analyst
  - (4) Revenue Audit employees
- (e) **Keno Play Prohibited.** No employee of the Keno Department may play Keno.
- (f) **Time and Clothing Prohibitions on Play.** No employee may engage in any gaming play during his/her scheduled work hours, or while attired in work uniform clothing.
- (g) **Management Authorized to Prohibit Gaming Activity.** The General Manager is authorized to prohibit gaming activity by employees who are not prohibited from doing so by this Rule. The exercise of this authority shall be in writing and documentation shall be provided to the Gaming Commission.
- (h) **Penalty for Violation.** Any person prohibited from engaging in a gaming activity by this Rule shall, if found to be in violation, be subject to license suspension or termination by the Gaming Commission under sec. 6.8(A)(8) of the Gaming Ordinance.

#### CERTIFICATION

This is to certify that the above Gaming Commission Rule #12, as amended, by revising subsections (a) through (c), has been reviewed and approved at a meeting of the Bay Mills Executive Council held at Bay Mills, Michigan, on the 25th day of June, 2018, with a vote of 4 for, 0 opposed, 0 absent, and 1 abstaining. The President must abstain except in the event of a tie.

  
Brian P. Kinney, Secretary  
Bay Mills Executive Council