

**TRIBAL COUNCIL MEETING MINUTES
OF THE CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD INDIAN NATION, MONTANA**

Volume 22 Number 67
Council Chambers, Pablo, MT

Held: July 1, 2022
Approved: July 12, 2022

MEMBERS PRESENT: Tom McDonald, Chairman; Len TwoTeeth, Vice-Chairman; Martin Charlo, Secretary; Ellie Bundy McLeod, Treasurer; Carole Lankford; James “Bing” Matt; Jim Malatare; Jennifer Finley; Mike Dolson; and Anita Matt.

OTHERS PRESENT: Jennifer Trahan, Council Office Manager; James Steele, Sr., Sergeant at Arms; and Abby Dupuis, Recording Secretary.

The meeting was called to **order** at 9:02 a.m. Quorum established.

The meeting was opened with a **prayer** by Stephen Smallsalmon.

The **Brothers Drum Group** sang a flag song.

The floor was opened for comments from the Tribal Elders.

Stephen Smallsalmon attended the memorial yesterday and thought about all the people that are gone now. Stephen shared stories about the pow wows from the past and how things used to be. When Stephen was young he wanted to be an elder because the elders were the bosses. The elders are not the boss anymore. People just walked by him and did not get him a cup of coffee or donut; people do not respect the elders anymore. Next year will be Stephen’s 20th year at Nkwusm. It was sad to lose Tony Incashola, Sr., and Stephen was worried about who would take over that position. Everyone used to speak the language and now it is going away. It bothers Stephen that when people speak about the CSKT, they never include the Pend d’Oreille Tribe. The Frenchmen gave the Pend d’Oreille people their name. Stephen wants happiness and wants to go dancing.

Ron Trahan thanked the Tribal Council for the work they are doing, but he had some concerns regarding land issues. The CSKT needs to work hard to get the State lands back. People are moving in here and buying all the land we should have. The CSKT needs to be buying land so the Tribes will maintain control of our area. There is an issue where tribal members are being prevented from dumping their trash at the Ravalli dumpsite. Tribal members should be allowed to dump their trash at any dumpsite on the reservation, especially the Ravalli

Tribal Council Meeting Minutes
July 1, 2022

dumpsite since that is on tribal land. There is an influx of people coming in here and we need to get control of things. Ron hopes everyone enjoys the pow wow and then gets back to work.

Iris Caye discussed Personnel Ordinance 69D. She asked the chairman to repeat what he told her about filing grievances and the chain of command needing to be followed instead of coming to the council. **Chairman McDonald** stated the policy requires people to follow the chain of command and that has always needed to be followed. We are trying to improve how we communicate to individuals when they are terminated so they have their due process instead of just relying on the mail. People need to meet face to face so they know they can file a grievance if they want to. They are also tightening up the protocols to follow established procedures when nontribal members, descendants and members of other tribes are hired. There are some edits that could improve the ordinance. Iris spoke to Patricia Hibbeler and was told the policies are being worked on. Iris is still concerned about members of other tribes being hired instead of our own people. A nontribal member was hired over her son. John was already doing the position under emergency hire and the people in the interview told John he won the interview and won the job. **Chairman McDonald** stated they could not have that discussion this morning. Council can review/edit the policy. Iris said it should be tribal members, descendants, and then nonmembers, so that needs to be looked at. Chairman McDonald explained the ordinance was modified to allow the hiring authority at the department head level, where previously anyone that was not an enrolled member hire required tribal council approval. The recipe for that has not changed at all; just the decision authority was moved to the department level instead of going to the Tribal Council. The policy will be reviewed to make sure it is being followed and any issues can be troubleshooted. Iris wants this information in the minutes. Some of the managers are getting in their heads and hiring whoever they want, such as friends and relatives, instead of hiring qualified tribal member applicants. The grievance process requires the person that was fired to go through the chain of command, but the chain of command is the person that fired them. **Rick Eneas**, Tribal Executive Officer, explained the grievance process. The chain of command is not exactly the right term when talking about grievances because Ordinance 69D recognizes a lot of times that grievances would be filed against the supervisor that terminated the individual. There is a dedicated staff member in the Personnel Department that receives grievances. In Ordinance 69D there are items that can and cannot be grieved. If an employee filed a grievance and it was denied there are additional steps they can take. Coming to the Tribal Council is the ultimate step and the council is the final decisionmaker after the rest of the process has been followed. The grievance is not required to go to the direct supervisor; it goes to the Personnel Department. Any reconciliation needed would go back down to the appropriate level in the organization. There is another level of review, and ultimately the Tribal Council is the final level of review. Iris is discouraged because a lot of people are saying they are not getting hired for positions. We

Tribal Council Meeting Minutes
July 1, 2022

need to look after our tribal members first for everything. This is our tribe and the council needs to remember they work for us and they need to help the membership. The membership needs a lot of help right now. There are a lot of people getting fired from their jobs for no reason and they get discouraged. As a tribe we need to share the wealth here. We have a lot of opportunities for our people and this is our reservation. **Chairman McDonald** advised the Personnel Ordinance 69D would be reviewed and edited in the near future. There is also a commitment to provide training to the entire workforce, including supervisory training, harassment, bullying, and safety in the workplace. The Tribal Executive Officer's staff will be getting that training scheduled as soon as possible.

Chairman McDonald informed council that the FIIP projects staff meeting with the Mission District is tentatively set for the morning of July 13 at the previous identified location.

Chairman McDonald presented a request from Rosemary Caye for tribal employees to be granted a change of duty to attend the Hell Gate Treaty Celebration on July 14, at the Elmo Community Center, from 9:00 a.m. to 5:00 p.m.

MOTION by Jennifer Finley to grant tribal employees a change of duty, with supervisor approval, to attend the Hell Gate Treaty Celebration on July 14, at the Elmo Community Center, from 9:00 a.m. to 5:00 p.m. Seconded by Mike Dolson. Carried, unanimous (10 present).

Len TwoTeeth presented a request from Mike Kenmille for tribal employees to be granted a change of duty to work at the Elmo Pow Wow grounds the week before the Standing Arrow Pow Wow. A change of duty was previously granted for tribal employees to help with the Arlee Pow Wow grounds.

MOTION by Len TwoTeeth to grant tribal employees a change of duty, with supervisor approval, to work at the Elmo Pow Wow grounds the week before the Standing Arrow Pow Wow. Seconded by Jim Malatare. Carried, unanimous (10 present).

The floor was opened for Tribal Council updates.

Carole Lankford appreciated the drum, the prayer and the guests today. She prays for both pow wows. Carole was working on the Dixon cleanup project with Anita and Martin. Carole was told they cut down too many trees, but there is no way to put them back now. They continue to work on the basketball court, pavilion, and meat rack. They are getting a contract in place to keep the grass mowed and the weeds down. Chairman McDonald is working on a walking path and Martin Charlo is working on a golf course. We need to get the Dixon project completed before we move on to other communities. There will be discussions

Tribal Council Meeting Minutes
July 1, 2022

about whether people think a skate park in their community would be worth considering. There is a company in Oregon that does skateparks and it will be discussed at the district meeting. It gives kids something to do. We are looking to upgrade the basketball courts in all the communities. The skatepark in Mission gets a lot of positive use. Carole met with the Ronan City Council and mayor about a dog ordinance. Carole committed to move forward with a dog ordinance, but in the meantime council found out that the Mission Valley Animal Shelter is transitioning and does not have money or space. The Tribal Council met with all reservation entities last week, and it sounded like people are serious about this. Chairman McDonald was in attendance and asked them to get a subcommittee together and develop a cooperative agreement so we can come together and figure this out. We need to make sure the animal shelter stays in business. It is a no-kill shelter. She serves on the Boys and Girls Club. The club is having some staff shortages. Carole is a member of the Tribal Leaders Council Health Subcommittee. Carole attended the Flathead infrastructure meeting. She serves as a volunteer for the Bread Basket. Carole is concerned about there not any staples, such as bread, milk, and eggs. Carole wants to get involved in the Food Sovereignty program; she sees many of our people struggling. We need to get that up and going. She appreciates Martin attending the meetings. She will get in contact with Jordan Thompson about food sovereignty. Carole attended the National American Indian Housing Council meeting in Seattle. She attended the Nkwusm Pow Wow and celebration. It was a positive feeling seeing those kids graduate and speaking the language. The CSKT met with the Kootenai Tribe of Idaho, federal, state, and Canadian counterparts about selenium coming from the Elk Mine in Canada. Carole is gathering information on tiny homes that are being sold in the Bakken. She is worried about the housing shortage, especially in the winter months and people living in their cars. Carole continues to work with the Homeless Committee and she hopes we can look at KHJCC and get something set up out there. Carole attended the aquatic invasive species meeting at the Yellow Bay Biological Station. She talked about some vehicles pulling boats that did not stop at the check station, so she called law enforcement and got them stopped. If those mussels get into our lake there will be no more use of the lake because the mussels are so devastating. It could be devastating if mussels get into the irrigation system and equipment. Carole is involved with the Lake County Drug Court. Council had a meeting yesterday regarding the state land exchanges. The council has more time now to work on issues at the county, state and national level to make sure our positions are heard. Carole apologized for being rude to Iris Caye and John Denton when they met with the council the other day and she is committed to looking at the Personnel Ordinance to make sure tribal members are vetted properly and given every opportunity, even if there needs to be a board in place to approve nonmember hires.

Anita Matt thanked the drum, Stephen, membership, and elders for being here this morning. She appreciates everything Carole did with the Dixon cleanup. The Dixon building is being used; there was a meeting about the roads, the Diabetes

Tribal Council Meeting Minutes
July 1, 2022

program used it, and it will be used as a satellite voting office this fall. The departments and schools did a bang-up job with the cleanup project. Anita appreciates the council's dedication to go to each community and do a cleanup project. Anita got sick in May and just returned to the council meetings three weeks ago. She appreciates council attending meetings and keeping us at the table. She appreciated the prayers and patience from the membership.

Mike Dolson thanked his colleagues; he truly appreciates working with them. He thanked the drum; it is heartwarming to hear the drum. Mike thanked Stephen and Ron for their words. He thanked Iris for her comments; it is important that we focus on us. Mike supports that and will do whatever he can. Mike went on the Bonners Ferry trip regarding selenium. It was a good meeting, but we are having a problem getting Canada on board. The Tribal Council visited the Swan Valley property that we own. We received a stewardship award for that property. The satellite voting offices will be in place for the general election. We need to make sure people get registered to vote and having the satellite office will make it easier for people. The Hot Springs satellite office will be located in the Indian Senior Center. It is graduation season and Mike congratulated all the graduates. He met some of his heroes from the NBA when they supported the opening of the sports bar. Now that the centers are open again, the Hot Springs district meeting will be held on the fourth Friday of each month at 5:00 p.m. Tribal members can contact Mike by phone at any time. Mike hopes everyone has a safe holiday weekend.

Jennifer Finley was glad to see everyone here today and to be able to have in-person meetings again. She congratulated the tribal members who graduated from college this year; that is a huge accomplishment. Jennifer will take every opportunity there is to celebrate the accomplishments of a tribal member. She is proud when tribal members do well, and she wrote the graduates a handwritten note. Whenever anyone does something good, it makes the whole group stronger. Everyone has something good and important to contribute to the Tribes, and that make us stronger as a people. We had some big accomplishments this past quarter, such as Secretary Deb Haaland and the United States Secretary of Education visiting the reservation. CSKT is on the national map as a tribe. Jennifer is proud of CSKT and the caliber of people we have working for the organization and the amazing things we do as a Tribe and a nation. Jennifer talked about the trip to Bonners Ferry; she is hopeful that we will work with other tribes in Montana and Idaho to help protect the habitat in the Kootenay River, including humans being affected by pollution in the water. Julie Cajune met with the council to provide a presentation on some of the conservation work she is doing. The CSKT is a leader in conservation having a tribal wilderness area that will never be developed in order to protect the habitat. 80% of the world's biodiversity is protected by Indigenous people. The work we do as stewards of the land is really important and Jennifer is proud of the CSKT's part in protecting the biodiversity of habitat in the world. Jennifer will schedule a

Tribal Council Meeting Minutes
July 1, 2022

district meeting in the next few months. It will be held on a Friday morning and breakfast will be served. Jennifer will not have an agenda because she wants to talk about what the membership wants to talk about. Department heads will be invited to her district meeting so they can listen to the membership and take the information back and do something about it. Jennifer wants her district meeting to be a conversation with tribal members and a chance for the membership to be heard. Jennifer will be going to the pow wow. Jennifer did not know she was speaking at the pow wow, but she saw her name on the program to do a welcoming; Jennifer is happy and honored to be able to do the welcoming remarks. Arlee is her hometown. She wished everyone a happy and safe 4th of July.

Jim Malatare thanked the drum for the song. Carole Lankford does an awesome job for the membership and he tries to help her. Jim attended all the meetings that were reported on already. He has concerns about the maintenance at Nkwusm and the Arlee Community Center and he wants to find out what those issues are. Jim is interested in knowing what the elders' issues are.

Bing Matt thanked everyone for being here. He hopes everyone goes to the Arlee celebration; his family has put a lot of work into that. There is some work that still needs to be done at the pow wow grounds, and he hopes it gets taken care of before next year. Bing went to Norfolk, Virginia for the commissioning of the USS Montana. The Brothers Drum Group went on the trip. Many of the people in attendance had never seen a drum group before; they cried and thanked the drum group. Bing drummed with the group and he was honored to do that. Bing attended the meetings previously reported on. He participated in the Inter-Tribal Bison Council and IBMP meetings. He attended the Inter-Tribal Timber Council Symposium in Fairbanks, Alaska. There is funding available for suppression and other funding they can apply for. Bing attended the Bison Management meeting in Helena. The Tribal Council has been really busy on other things than just council meetings. Bing went on the Bonners Ferry trip to see what they do there with the rivers and hatcheries. There is a program for sturgeon. There are mining issues with Canada, and the Canadian government needs to be at the table. It will be a long process. Council looked at the Swan Valley property. It was a good trip and very informational. There is a lot of blowdown in that parcel that is being cleaned up. There was a meeting with the State regarding land exchanges and there will be future meetings to get this completed. The Tribes had a celebration at the Bison Range and Secretary Haaland was in attendance. The staff did a good job setting that up, and he appreciated that. Mike Dolson brought up voting districts. There is a place to go vote at the casino in Evaro. The casino will be used as a voting office in upcoming elections. Bing was glad that S&K Gaming allowed use of the space so people do not have to drop off their ballots in Missoula. Bing hopes the pow wow turns out well. People are already camped there. The dancing starts at 1:00 p.m. today. The stick game kicked off and there was a memorial last night. Bing listened to the names being called out

Tribal Council Meeting Minutes
July 1, 2022

at the memorial and it really hurt to hear those names called. It brought back many memories of those who are no longer with us. COVID-19 had a lot to do with the passing of our people, along with other issues. He prays for all those people that were there in yesterday's memorial march. Bing thanked everyone for being here today, and he wished everyone a happy 4th of July and a good pow wow.

Brian Lipscomb gave a report on the trip to Norfolk, Virginia for the commissioning of the USS Montana. He will get with Bernie Azure to get an article published in the Char-Koosta. The drum group was at the reception and the celebration. Gene Sorrell blessed the boat. Every dignity in attendance thanked the CSKT. The Navy is influenced by England. The traditions and commissionings are rooted in that colonial perspective. For us to bring a tribal perspective into it speaks volumes as that boat will be defending and keeping us and our homeland safe. It was impressive. Brian extended his gratitude for the Tribes for supporting the involvement in this event. We will keep our relationship alive with that boat through the Commission Committee. Brian got COVID-19, but he got treatment and is clear now.

Ellie Bundy McLeod thanked everyone for being here, the song, and the prayer. It is nice to start our day in such a beautiful way. Today feels good and her heart feels so much joy starting our pow wow celebrations. The last two years felt incomplete by not having a pow wow. Ellie hopes everyone has an amazing time at the celebration. Ellie thanked the Tribal Council for a great last quarter; she feels blessed to know each of them and is honored to work with them. Ellie thanked the tribal employees. She is constantly reminded about what amazing people we have working for our organization. The council participates in many meetings and have the opportunity to see our tribal employees on the frontlines and working in the areas of their expertise. She is in awe of the level of intelligence and professionalism that they show. Ellie is proud they represent CSKT and we could not do it without them. She hopes the employees feel appreciated and valued. Ellie provided presentations on Missing & Murdered Indigenous Persons and CSKT tribal community response plan at the National Missing & Unidentified Persons Conference and the annual Department of Interior, Department of Justice Law Enforcement Summit. She was a speaker at the Montana Native Women's Coalition MMIP March in Billings. Ellie continues to serve on the State MMIP Task Force, the Lake County 911 Board, and the SKHA Board. She attended the meeting regarding an animal ordinance and committed to serve on the committee to discuss a reservation-wide ordinance and cooperative agreement. Ellie worked at the Dixon cleanup event and is planning a similar event in St. Ignatius. Ellie participated in the meetings that were already reported on this morning and she went on the Bonners Ferry trip. She participated in the Bison Range celebration and applauded the staff who worked hard to make it a successful event. Ellie acknowledged the families who lost loved ones recently and she prays for them to find strength and peace during

Tribal Council Meeting Minutes
July 1, 2022

this difficult time. Tomorrows are not promised and she encouraged people to hug their loved ones, be grateful for every day they are given, make memories, laugh, and always be quick to forgive. Ellie thanked the membership for the opportunity to serve them.

Council recognized recently retired employees Ruth Christ, Maintenance Coordinator, 4/21/22; Tom Haynes, Fish & Game Officer II, 04/30/22; Charlotte Hunter, Tribal Health Department, 05/31/22; Cheryl Mathias, Legal Secretary, 02/11/22; Charles Matt, Van/Bus Driver, 05/16/22; Robert McCrea, Fire Operations Specialist, 03/20/22; and Darwyn Parker, Fish & Game Officer II, 05/03/22. **Chairman McDonald** mentioned the importance of recognizing our elders. There was an Elders Conference this spring and CSKT recommended individuals to be recognized for being the oldest elder and the VIP Caregiver. **Council** recognized and honored Betty Schall as the oldest tribal elder and Sherry Clairmont as the VIP Caregiver. All the honorees were gifted a blanket and a medallion.

The **Brothers Drum Group** sang an honor song.

Martin Charlo thanked everyone for being here today. He participated in the National Congress of American Indians Conference in Alaska and gave a presentation on our land issues. Native people need to get more active in climate change. We are tackling an issue with Bonners Ferry. The Bison Range celebration had a lot of hard work put into it and he thanked the staff members, including Shane Morigeau, Patricia Hibbeler, Gwen Lankford, Steph Gillin, Salish Kootenai College IT Department, and Whisper Camel-Means. There is a treaty celebration scheduled for July 16 at Council Groves and the event is sponsored by the Three Chiefs Culture Center. The Bear Tracks Bridge naming ceremony is scheduled for October 10 in Missoula. Martin has been working with Missoula County, the City of Missoula, Thompson Smith, and Shane Morigeau to get that event planned. There will be a ribbon cutting ceremony on the bridge. The signs on the bridge are in Salish and English. October 10 is Indigenous People Day and there will be a pow wow at Caras Park. Our elders are undervalued resources and we need to do more for them. Martin's father had a recent issue, but thankfully the family had been doing proactive things for him, such as a walk-in shower and a ramp, so it was easier to transition him back into the home. People need to be proactive and work with the Elders Program if they have elders in the home. Elders need med alerts. Our elders are important to us and taking care of them is part of our culture. Martin appreciated the honoring of Betty and Sherry today. The Salish community suffered a major loss recently and the number of deaths we have had in the past couple of years has been devastating. COVID is still here and he encouraged everyone to wear a mask and be safe. We need to be thankful for what we have. Things are tough right now and the organization is doing what they can to help people. The Tribes

Tribal Council Meeting Minutes
July 1, 2022

do not have all the resources it needs to help our people, but they do what they can.

Len TwoTeeth appreciated the reports given by the council members this morning. He welcomed everyone to today's meeting and thanked them for being here. It reminds the council who they work for. Len appreciated the membership making time to attend the quarterly council meetings. The Tribal Council went through a lot of discussions regarding finances and took action to increase the per capita payments starting in December 2022. The staff analyzed our finances to make sure this is sustainable and he appreciated their hard work. Len commented on the state lands project that was addressed in the water settlement. Those lands located within the reservation boundaries will be transferred to the Tribes. The council met with the federal and state teams yesterday and compiled a process on how that will move forward. It has turned into a negotiation and there are some things that need to be worked out. It is scheduled to be completed in 2025. Len reminded everyone to be cognizant of the COVID protocols. COVID is here to stay and we need to watch out for our families, elders, and little ones.

Chairman McDonald commented that 22 years ago he was coming back from a pow wow and got into a head-on car crash. He reminded everyone to drive safe and practice defensive driving. Tom thanked the elders, the drum group, the speakers, and the membership for being here today. Chairman McDonald thanked all the retirees, Betty Schall, and Sherry Clairmont for their dedicated service. Tom thanked his fellow council members; they are a great team to work with and are supportive of each other in moving us forward. It is a new day for us. There was some discretionary funding that we captured from the Water Rights Act. It is an important paradigm for us to think about how to use that money thoughtfully. Chairman McDonald has confidence in the staff and council vetting that in the best interest of our people and the landscape. We have a lot of dedicated staff. The council will try to be reactive to the inflation. There was a news report that CSKT got involved with bitcoin, and Tom clarified that the information was inaccurate. There had been some initial discussions about the potential of providing some electrical electrons to a dedicated data center, but it was only preliminary discussions. It was portrayed as something that had already happened, but that is not true. The council is looking at increasing the burial assistance fund next fiscal year due to increased costs. Chairman McDonald thanked his colleagues for being good representatives for the Tribes and he thanked the staff for their hard work.

The floor was opened for comments from the membership.

Mary Antiste commented there are many issues on our reservation. The Tribal Council members are proud to be sitting up there and telling each other how great they are, they like to travel everywhere, and they put their names on things,

Tribal Council Meeting Minutes
July 1, 2022

but they need to remember there are a lot of issues going on here, such as personnel issues. Mary does not understand why council allows the personnel matters to continue with inappropriate jobs, inappropriate hires, and allowing people to be fired that should not be fired. Instead of hiding behind policies, the council needs to change the policies. The council members like to run around spending money and acting important, but they need to be important here. She is sad to see what our elected officials are doing. It seems like once they are elected to serve on the Tribal Council they do not answer their phones or texts and they do not get on Facebook. The casinos are mismanaged. Big Arm is a beautiful place but there is not signage there. The money from gaming is not going back into the business. People are told there is no money to increase their pay or hire more cooks, and she wants to know where the money is going. Now 100% the staff's tips are taken away from them. Mary does not know why the staff would work hard when they do not get to keep their tip money. Troy told her they cannot receive their tips because the tips need to be reported and the staff will need to pay into their taxes. The staff should be allowed to at least keep half of their tips. Council took themselves out of the equation and they allow departments to hire nontribal members. Jobs are not even advertised. There are not any tribal members on the water compact board and they do not even like Indians. Mary wants the council to wake up and recognize the travesty. Council needs to be protecting us and change things. More tribal members need to be hired for jobs. Even if they are not qualified they should be given a chance. If people are going to get assistance money they should be required to get out of bed and do something for that money, even if it's cleaning the highways or the woods. They should not be allowed to just lay in bed and do nothing for the money. The people that do succeed and are working are not appreciated. Council needs to concentrate on what's going on here instead of being nationally recognized. They need to talk to the membership and help tribal members. Mary does not think the council members even visit with the membership or elders unless they are their friends or relatives. Mary's father is sad because he does not have a voice and his words fall on deaf ears. We are not white people and we should not just care about the buck. White people do not like us and council needs to get that through head. They will use us and tell us what we want to hear, but they do not care about any of us. She was told by a white customer that we would have nothing without them and we would still be in the stone age if it wasn't for them. We should not care what they think and we should not be paying the county anything. This is our reservation and we should not cater to the white people. They are making money off us and we do not do anything about it. We have trash in the woods and we don't do anything about it. We should take our pride back. Come election time, Mary will continue pushing for people that care and will stand up and make changes for us. Mary is sad about everything and elders feel like they do not matter to anyone in this Tribe. Council have Betty a nice blanket, but now she is out of the picture again. There are a lot of elders supposedly being taken care of by the Elders program and she heard the workers do not do anything for them and just forge their signatures so they

Tribal Council Meeting Minutes
July 1, 2022

can get a paycheck. Council needs to wake up and start thinking about the membership.

The meeting was closed with a **prayer** by Len TwoTeeth.

MOTION by Bing Matt to adjourn the meeting. Seconded by Mike Dolson. Carried, unanimous (10 present).

Council **adjourned** at 11:16 a.m., and is scheduled to meet again on Thursday, July 7, 2022, at 9:00 a.m.

CONFEDERATED SALISH AND KOOTENAI TRIBES

/sgnd/

Martin A. Charlo
Tribal Council Secretary