



MUCKLESHOOT GAMING COMMISSION

2700 Auburn Way South • Auburn, WA 98002
(253) 218-0600 • FAX (253) 218-0626



MISSION STATEMENT OF THE GAMING COMMISSION

To preserve and protect the integrity of gaming conducted by the Muckleshoot Indian Tribe and assure that gaming on the Muckleshoot Indian Reservation is conducted honestly and fairly through strong and effective regulation and enforcement.

Welcome to New Applicants and Statement of Appreciation to Holders of Current Gaming Licenses:

The Muckleshoot Gaming Commission is the primary regulator of gaming activities on the Muckleshoot Indian Reservation. The Gaming Commission employs Tribal Gaming Agency personnel to carry out the Commission's Mission of regulating gaming and enforcing gaming laws. The Agency ensures public and employee safety, monitors gaming for illegal employee & patron activities and protects the Tribe's gaming enterprises on a 24 hour basis. Under the Indian Gaming Regulatory Act, Gaming Compact between the Muckleshoot Indian Tribe and State of Washington, and Muckleshoot Gaming Act, the Commission is responsible for licensing all prospective employees of the Muckleshoot Casinos and Muckleshoot Bingo.

The Muckleshoot Gaming Commission and the Licensing Division of the Tribal Gaming Agency (TGA) welcome all new license applicants and extend their appreciation to current gaming license holders seeking license renewal. The Commission and Licensing Division will attempt to insure a smooth application process and a prompt decision on your license application.

Importance of Your Personal Conduct as a Gaming License Holder:

The Commission is charged with insuring the honesty and integrity of gaming activities on the Muckleshoot Indian Reservation. The Commission expects that all gaming employees will maintain the highest standards of honesty and integrity both inside and out of the workplace. Failure of gaming employees to maintain these high standards or the commission of a crime or other offense whether at work or outside of the gaming premises can result in the loss of your gaming license and lead to your loss of employment in the Casinos or Bingo Hall.

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Licensee's Initials: _____

NOTICE TO ALL GAMING LICENSEES

REGARDING THE IMPORTANCE OF MAINTAINING THE HIGHEST STANDARDS OF HONESTY AND INTEGRITY

Statement to Applicants and Licensees:

The Tribal Gaming Agency (TGA) is providing you this notice to emphasize the importance of maintaining the highest standards of honesty and integrity as a holder of a Muckleshoot Gaming License. If at any time while you hold a gaming license your conduct raises questions regarding your continued suitability to hold a gaming license, the Muckleshoot Gaming Commission will review your license status and may, if warranted, suspend or revoke your license. Illegal activity, dishonesty, or inappropriate personal conduct may all result in the suspension or revocation of your license. During the term of any license suspension or in the case of a revocation you will not be able to work in the Muckleshoot Casinos and Muckleshoot Bingo. Suspension or revocation of your license will also likely adversely affect your ability to work in the gaming industry in the future.

Warnings:

Following is a partial list of offenses and serious personal misconduct and behavior that will result in the denial, suspension or revocation of a gaming license:

- Threats of physical violence, or violent conduct and offenses such as assault, stalking, harassment, crimes involving weapons, etc.;
- Any felony and most misdemeanors.
- Failure to report to the Licensing Division an arrest or criminal charges as required;
- Theft or attempted theft of Casino or Bingo property or funds, or property or funds of patrons, employees, or others.
 - Examples include taking value VGD tickets, gaming chips, player points, purse, wallet, cash, credit cards, clothing, etc.
 - Theft or misappropriation of *Lost & Found* property while in pending status for return to the rightful owner or disposal according to established Security Department procedure;
 - Pilferage and misappropriation of goods & property while in transport or custody of Bingo & Casino departments. Examples are Casino Working Banks (Cage, VGD, Keno, Poker, F&B, etc.), overages paid by the Cage Cashier to Casino employees in the form of gaming chips and/or cash, embezzlement, fraud, altered financial documents, etc.;

Initials: _____

The Gaming Commission has established a *Zero Tolerance Policy* with respect to theft; embezzlement, fraud, forgery, or any criminal offense involving a licensee's improper taking of the money or property of the Tribe, patrons, employees, or others. Such offenses whether or not referred for criminal prosecution may result in license revocation regardless of the size of theft. As an example, the Commission has revoked the license of an employee who found a \$1.00 VGD ticket on the floor and cashed it out, rather than turning it in as required by Casino policy.

I acknowledge that I have read and understand this document and that TGA Staff has explained this notice to me. *I understand that the Commission may deny, suspend or revoke my gaming license if the Commission determines I am not suitable to hold a gaming license.*

Licensee or Applicant: _____ Date: _____

Witness Signature: _____ Date: _____

TGA CONFIDENTIAL TIP LINE: 253-218-0621
(Leave detailed message(s) anonymously/all calls/callers will remain anonymous)

Licensee's Initials: _____