

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: _____