



Mille Lacs Band of Ojibwe Indians
Gaming Regulatory Authority
Detailed Gaming Regulations

Standards for Training

Document No. DGR - 25

Effective October 1, 2009

I. PURPOSE

The purpose of this detailed gaming regulation is to establish standards of training for individuals who hold a gaming license issued by the GRA. It is the intention of the GRA to ensure that all licensed employees have a clear understanding of their respective duties while in employment at a gaming entity so that no one licensee or department is unfairly penalized under the provisions of DGR 21 and DGR 21a.

II. MINIMUM TRAINING STANDARDS

- a. Individuals holding a non-key gaming license by a gaming entity shall be required to receive adequate training on the DGR's.
- b. Individuals holding a key gaming license by a gaming entity shall be required to receive adequate training as outlined in Section III of this regulation, with the exception of the Table Games Department which is required to receive thirty hours of training pursuant to the Tribal/State Compact.
- c. As a condition of licensure, all licensed employees are required to have a certification of training placed in their respective licensing files indicating the licensed employee has met the minimum training requirements of this regulation. Certification is valid during an individual's employment and becomes invalid upon termination. Employee's re-hired within 6 months of termination will have the training certification re-instated provided that the training is adequate with the position they are re-hired into.

- d. Certification of minimum training requirements of this regulation must be received by the OGR&C no later than sixty days from the start of employment for all licensed employees.
- e. Subject to GRA Board approval, it shall be the responsibility of each entity to establish training programs to meet the minimum requirements of this regulation. Such training programs need to be submitted for approval by the GRA Board no later than 1 year from the effective date of this regulation.
- f. All licensed employees are required to attend refresher training annually.
- g. Each entity will be granted an 18 month grace period from the effective date of this regulation to ensure that all currently licensed employees receive the required minimum training outlined in this regulation.

III. TRAINING STANDARDS

The following standards of training shall apply to individuals holding a gaming license issued by the GRA:

- a. Individuals holding a gaming license and employed by a gaming entity within the Security Department, excluding Valet personnel, Shuttle personnel and Transportation personnel, shall be trained, at a minimum, in the following areas:
 1. DGR 3;
 2. DGR 6;
 3. DGR 6a;
 4. DGR 11;
 5. DGR 12;
 6. DGR 16;
 7. DGR 17; and
 8. DGR 24.



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- b. Individuals holding a gaming license and employed by a gaming entity within the Table Games Department shall be trained, at a minimum, in the following areas:
1. DGR 3;
 2. DGR 10;
 3. DGR 16; and
 4. DGR 17.
- c. Individuals holding a gaming license and employed by a gaming entity within the Card Games Department shall be trained, at a minimum, in the following areas:
1. DGR 3;
 2. DGR 10a;
 3. DGR 16; and
 4. DGR 17.
- d. Individuals holding a gaming license and employed by a gaming entity within the Bingo/Pull Tabs Department shall be trained, at a minimum, in the following areas:
1. DGR 3;
 2. DGR 12; and
 3. DGR 17.
- e. Individuals holding a gaming license and employed by a gaming entity within the Slot Operational Department, excluding Arcade personnel, shall be trained, at a minimum, in the following areas:
1. DGR 3;
 2. DGR 11;
 3. DGR 11a;
 4. DGR 11b;
 5. DGR 15;
 6. DGR 16; and
 7. DGR 17.
- f. Individuals holding a gaming license and employed by a gaming entity within the Slot Technical Department shall be trained, at a minimum, in the following areas:
8. DGR 3;
 9. DGR 11;
 10. DGR 11a;
 11. DGR 11b;
 12. DGR 15;
 13. DGR 16; and
 1. DGR 17.
- g. Individuals holding a gaming license and employed by a gaming entity within Finance Department in the Cage shall be trained, at a minimum, in the following areas:
1. DGR 3;
 2. DGR 10;
 3. DGR 10a;
 4. DGR 11;
 5. DGR 11a;
 6. DGR 11b;
 7. DGR 12;
 8. DGR 15;
 9. DGR 16; and
 10. DGR 17.
- h. Individuals holding a gaming license and employed by a gaming entity within Finance Department in the Count/Drop Team shall be trained, at a minimum, in the following areas:
11. DGR 3;
 12. DGR 10;
 13. DGR 10a;
 14. DGR 11;
 15. DGR 12;
 16. DGR 15;
 17. DGR 16; and
 18. DGR 17.
- i. Individuals holding a gaming license and employed by a gaming entity within Finance Department in



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Accounting shall be trained, at a minimum, in the following areas:

1. DGR 3;
 2. DGR 10;
 3. DGR 10a;
 4. DGR 11;
 5. DGR 12;
 6. DGR 15;
 7. DGR 16;
 8. DGR 17; and
 9. DGR 18.
- j. Individuals holding a gaming license and employed by a gaming entity within the Information Technology/Systems Department shall be trained, at a minimum, in the following areas:
1. DGR 5;
 2. DGR 8;
 3. DGR 11;
 4. DGR 11a;
 5. DGR 11b; and
 6. DGR 12
- k. Individuals holding a gaming license and employed by a gaming entity within the Guest Services/Marketing Department shall be trained, at a minimum, in the following areas:
1. DGR 10;
 2. DGR 10a;
 3. DGR 11;
 4. DGR 11a;
 5. DGR 11b;
 6. DGR 14; and
 7. DGR 22.
- l. Individuals holding a gaming license and employed by a gaming entity within the Human Resources Department shall be trained, at a minimum, in the following areas:
1. DGR 6;

2. DGR 7; and

3. DGR 7b

- m. Individuals holding a gaming license and employed by a gaming entity and/or Corporate Commission holding the following job titles: Corporate Commissioner, General Manager, Assistant General Manager, Vice President, Director, CFO, Controller, or CSO shall be trained, at a minimum, in the following areas:

1. IGRA;

2. Title 15;

3. Tribal/State Compacts; and

4. All DGR's.

Such requirement will not apply to Management level employee's who are employed with the Grand Golf Course and the Harmony Spa

History. Approved by the Gaming Regulatory Authority Board on July 30, 2009. **Effective Date: October 1, 2009.**