

EXHIBIT **X.B.4.**

EXPERIENCE WITH
HIRING UNEMPLOYED



The Applicant's consultant, Global, and its parent, the Chickasaw Nation of Oklahoma, has a strong history of creating jobs in areas and with groups evidencing high unemployment (see attached). Global will provide recommendations to the Applicant on how its management team can use such practices and in particular seek partnerships with organizations like Trinity.

Oklahoma City University Study Reveals Substantial Economic Impact of the Chickasaw Nation on Oklahoma's Economy

Mon Jul 9, 2012 11:00am EDT

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Oklahoma City University Study Reveals Substantial Economic Impact of the Chickasaw Nation on Oklahoma's Economy

Study Shows Chickasaw Nation's Contribution and Impact on Oklahoma's Economy Exceeds \$2.4 Billion

The contribution and impact of the Chickasaw Nation on the economy of Oklahoma exceeds \$2.4 billion dollars according to an economic impact analysis released today by the Steven C. Agee Economic Research & Policy Institute at Oklahoma City University. The report, "Estimating the Oklahoma Economic Impact of the Chickasaw Nation," was funded in part by the Oklahoma Department of Commerce and several Native American tribal governments to quantify the impact of tribal activities on the economy of the state of Oklahoma.



Inside the Bedre Fine Chocolate production facility in Pauls Valley, Oklahoma (Photo: Business Wire)

business enterprises generate \$1.39 billion in annual revenue and support over 16,000 direct and indirect tribal and non-tribal jobs, many in rural Oklahoma where steady quality jobs are not as plentiful," said Kyle Dean, Ph.D, associate director and research economist at the Oklahoma City University Meinders School of Business. "For this study, we employed a

"The results are nothing short of impressive, and they show that the Chickasaw Nation's economic activities and enterprises strongly bolster the state economy. In fact, the analysis indicates the Chickasaw Nation's

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methodology designed to estimate the contribution of an existing industry to the local economy by analyzing expenditure flows between households and industries and capturing the reliance of one industry's output on other industries. Through its diversified enterprises, the study underscores that the Chickasaw Nation has become an integral part of Oklahoma's overall economy and is now among the top employers and purchasers of goods and services in the state."

In addition to the \$1.39 billion generated from tribal business activities, which include manufacturing, banking, tourism, energy, healthcare, hospitality and entertainment, the study found that the Chickasaw Nation contributes to the Oklahoma economy in multiple ways. The additional economic contributions include \$318 million in direct payroll contributions and \$119 million to Oklahoma entities for the purchase of goods and services.

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in 2011. These

expenditures funded programs and services in pursuit of increased medical care access, educational advancements, social services and economic development opportunities for Chickasaw Nation citizens in Oklahoma. The study also reported that the Chickasaw Nation employs over 10,000 people and supports 16,000 jobs in Oklahoma, producing annually \$525 million in payroll revenues.

"The reinvesting of revenues earned by the Chickasaw Nation in ventures is creating jobs and business opportunities across multiple sectors of Oklahoma's economy as well as insulating the state from downturns in the national economy," Dean noted.

Oklahoma's Secretary of Commerce, Dave Lopez, said, "The economic impact analysis shows that the Chickasaw Nation, as well as the other Oklahoma tribal governments, has a significant and beneficial impact on Oklahoma's economy. As made evident by the results in the study, the Chickasaw Nation's business ventures are creating positive economic activity and producing new jobs."

"Long term thinking guides our various business enterprises along with our goal to have a positive social and economic impact throughout the 13 counties comprising the Chickasaw Nation in south-central Oklahoma, as well as across all of Oklahoma," commented Bill Anoatubby, governor of the Chickasaw Nation. "Our economic activities are part of the economic fabric of the state, and the revenues generated through our various business enterprises allow us to invest in programs and services for the benefit of Chickasaw Nation and Oklahoma citizens, such as our \$150 million medical center in Ada as well as new health facilities in Ardmore and Tishomingo. The tribe's hospital and clinics average more than 350,000 patient visits each year."

Bill Lance, chief executive officer of the Chickasaw Nation's Division of Commerce, which oversees more than 60 businesses owned and operated by the Chickasaw Nation, said, "We are focused on growing our existing businesses and investing in new ventures with strong revenue and growth potential. To that end, we are committed to operating our diversified business enterprises in a responsible and sustainable manner to make sure we continue to strengthen our state's economy through sound investments and job creation."

Photos/Multimedia Gallery Available: <http://www.businesswire.com/cgi-bin/mmg.cgi?eid=50333458&lang=en>

for Chickasaw Nation
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Employment Diversity

Effective Date: October 2007	Policy Number: 01 ADM 1006
Applicability/Class: Chickasaw Nation / A	Dept.: Executive Department
Date of Review: October 2013	Approval: <i>[Signature]</i>

I. Purpose:

This policy promotes the creation and preservation of a diverse and inclusive workforce for the Chickasaw Nation.

II. Policy:

The Chickasaw Nation is committed to creating and maintaining a diverse and inclusive workforce. Diversity embodies many differences, such as life experience, work experience, perspective, culture, ethnicity, gender and age that individualize each person. Inclusion involves creating an environment where employee differences are valued and employees are empowered, thus connecting diverse communities across the Chickasaw Nation. An inclusive environment encourages all employees to contribute their unique perspectives and capabilities, fully engaging a diverse workforce to achieve superior business and service results.

Discrimination or racial harassment toward any employee of the Chickasaw Nation based on race, color, gender, religion, national origin, age, disability or sexual orientation is strictly prohibited.

Nothing in this policy shall be construed to waive the Chickasaw Nation's sovereign rights with respect to federal or other applicable employment laws.

A. Definitions:

For the purpose of this policy, the following terms shall have the definitions set out below, unless otherwise specified:

1. *Reasonable belief* - Means that the matter in question is believed based on circumstances from personal observation, written or oral complaint or any other credible evidence.
2. *Discrimination* - Treatment or consideration of, or making a distinction in favor of or against, a person or thing based on the group, class or category to which

that person or thing belongs rather than on individual merit.

3. *Racial harassment*- Verbal or physical aggression towards individuals or groups because of their color, race, nationality or ethnicity or national origin.

III. Procedure:

Any employee subjected to discrimination, racial harassment or other as included in Section II above shall report the conduct in accordance with *The Chickasaw Nation Employee Grievance Procedures*. Any supervisor with a *reasonable belief* that prohibited discrimination has occurred or is occurring has an obligation to report the information to the human resources director immediately.

There shall be no retaliation, directly or indirectly, against any employee for reporting conduct believed to be in violation of this policy. There shall be no direct or indirect retaliation against any employee for assisting or participating in the investigation of the circumstances. Any retaliation shall be reported and processed in the same manner as any other violation of this policy.

Any employee determined to have engaged in conduct prohibited by this policy shall be subject to disciplinary action, up to and including dismissal.

IV. Reference(s):

- Chickasaw Nation Code – Title 2, Section 2-530.
- CN Executive Department policy and procedure.
- Employees Code of the Chickasaw Nation.
- CN Policy No. 01 ADM 1006.
- See CN Policy No. 01 ADM 1000, CN Policy No. 01 ADM 1002, CN Policy No. 01 ADM 1004, CN Policy No. 01 ADM 2004, CN Policy No. 02 HR 1025, Executive Policy Statement No. 88-04 dated 11/12/87 and Executive Policy Statement No. 00-01 dated 12/13/99.
- Computer link – Form No. 399 – Employee Grievance Procedures.
- Attachment A – Employee Grievance Procedures.

**THE CHICKASAW NATION
EMPLOYEE GRIEVANCE PROCEDURES**

These are the procedures which are designed to provide a method for the prompt review, impartial consideration and equitable disposition of grievances presented by employees of the Chickasaw Nation.

Employees are to be treated fairly in all respects. Employees who feel they have been subjected to unfair treatment or discrimination have the right to present their grievances according to the grievance procedures described here. A grievance, as recognized by these procedures, is defined as an employee's dissatisfaction with any aspect of working conditions or working relationships which he brings to the attention of his supervisor.

The employee filing a grievance should be free from constraint, coercion, discrimination or reprisal. When grievances arise, they should not be considered as reflecting unfavorably on the employee, management or administration, but are considered an employee's right.

All employees are covered by this grievance procedure:

A. The aggrieved employee shall present his grievance in writing, or orally with subsequent documentation of the conversation, to his immediate supervisor in the chain of command within 30 days of the date the event(s) which led to the grievance occurred. If the aggrieved employee fails to submit the grievance within the designated timelines, the grievance will be considered dismissed. **Note:** If the immediate supervisor is part of the grievance, the aggrieved employee shall present his issue to the next step in the chain of command.

B. When a manager or supervisor receives a grievance presented by a subordinate employee, he shall arrange to meet with said employee within 10 working days of the original notice of such grievance.

C. A decision regarding the disposition of such grievance shall be rendered within five working days following the meeting with the aggrieved employee and shall be communicated, in writing, to the aggrieved employee.

D. If the aggrieved employee is not satisfied with the decision made by the manager or supervisor, the employee may then present his grievance, in writing, to the next step in the chain of command. This procedure may be followed repeatedly until all appropriate managing employees in the chain of command have been consulted.

E. Any changes in a position affected by a grievance shall be placed on hold until the grievance is resolved or a final decision is made.

F. There may also be other administrative steps or remedies available to employees, as provided through federal agencies. Such remedies are outside of and in addition to this grievance policy of the Chickasaw Nation.

Grounds for Dismissal of Grievance:

If the aggrieved employee abandons the grievance or fails to comply with required deadlines and/or policies, then such actions shall be grounds for dismissal of the grievance. The human resources director shall make such determination and inform all parties.

Withdrawal of Grievance:

At any point in the grievance process, an aggrieved employee may withdraw the grievance by notifying his immediate supervisor or, if appropriate, the next step in the chain of command.

Status of Position Pending Grievance Outcome:

Any changes in a position affected by a grievance shall be placed on hold until such time the grievance is resolved or a final decision is made.

My signature below indicates that I have read and understand the current employee grievance procedures set forth for the Chickasaw Nation.

Employee name (print)

Employee signature

Date

Human resources representative

Date