



• FINANCIAL ETHICS FOR TRIBAL GOVERNMENTS & BOARDS •

Setting Ethical Standards for Tribal Governments, Gaming & Board Officials

April 24, 25, 2025

ALBUQUERQUE, NEW MEXICO

≈ Gathering of Nations Pow Wow ≈

COURSE DESCRIPTION

*Ethics as defined includes all potential conflict(s), appearance of impropriety and standards, which should be clearly defined for any and all potential conflicts that may exist relating to all actions by elected, appointed officials and employees of any tribal government.

*Tribal governments must realize the necessity of formally adopting Ethic's Codes and/or Ordinances to protect the integrity of the government process from criticism based upon unwarranted and illegal governmental conduct that brings disrepute upon the governing body of the Tribe.

*It is time to begin a new era for tribal governments through the passage of effectively drafted tribal Ethics Codes/Organizations to minimize the criticism of tribal governing bodies by safeguarding the political process from nepotism, conflicts of interest and other illegal actions that give the appearance of impropriety.

*An effectively drafted ethics' code and/or ordinance will ensure compliance through the adoption of penalties that impede the unauthorized conduct of public officials and abuse of process that may go unhindered by a vacuum that exists due to ineffectively drafted tribal ethic laws.

TO REGISTER – Fill out the registration form below and either via facsimile (715.597.3508) or by mail submit your registration form and payment for the Seminar to the address listed below or register on-line at www.montanaandassociates.com. Other methods of payment include Purchase Order or credit card payment for full amount plus a four (4%) processing fee.

COURSE FEE – The fee for this course is \$950.00 per participant or \$1,000.00 per participant on the day of the Seminar ~ cancellation within five (5) business days of Seminar date are assessed a 50% of standard registration fee penalty (\$400.00).

CLASS HOURS – 9:00 a.m. to 5:00 p.m.

ON-SITE – Seminars can be held at any tribe or native group by request and a group fee will be charged in addition to any actual costs associated with an on-site seminar. Should you need additional information regarding n on-site seminar please contact us by telephone 715.597.6464 or by e-mail at lakotagm@yahoo.com or garmontana@montanaandassociates.com. Special Instructions: Please bring a copy of your constitution for discussion.

REGISTRATION FORM (Please make photocopies for additional participants)

Name: _____ Tribe _____

Address: _____

City _____ State _____ Zip _____, Telephone No. _____

Course Fee: \$950.00 Late Fee: \$1,000.00

Facsimile No. _____, E-mail: _____

Method of Payment: PO # _____, Check _____, Visa _____, Master Card _____, American Express _____

Credit Card payments must be made for full amount, four (4%) card processing fee.

Signature: _____ Date: _____

MONTANA & ASSOCIATES, N 12923 N. Prairie Rd, Osseo, WI 54758

Telephone No. 715.597.6464 – Facsimile No. 715.597.3508

REGISTER ONLINE @ WWW.MONTANAANDASSOCITES.COM

MONTANA & ASSOCIATES, LLC, is owned and operated by Native American professionals who specialize in numerous fields of endeavor and have dedicated their careers to the advancement and protection of native rights. Through consultation, training, audits (gaming & tribal internal controls), including, but not limited to legal representation of tribes – MONTANA & ASSOCIATES, LLC are constantly and thoroughly reviewing technological advances, legal decisions and other areas of concern to Native Americans to provide the most cutting edge assistance that is available today. Members of our24, corporation have nearly 40 years of experience in Indian rights advancement, which includes drafting of tribal codes, water rights, water codes and ordinances, treaty rights, ordinances, revision of tribal constitutions, federal and state litigation, audits of enrollment and other areas of tribal enterprises consultation, including many other areas of expertise too numerous to identify for purposes of this brochure.

Additional information may be obtained relating to other areas of consultation, on-site seminars, litigation, and legal representation in tribal, state and federal courts and other legal advancements by contacting MONTANA & ASSOCIATES, LLC at 715.597.6464 or e-mail at lakotagm@yahoo.com or garymontana@montanaandassociates.com.

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| <p>I. <u>Ethics Defined</u></p> <ul style="list-style-type: none">* History and ethics and government;* What is ethics and what is ethical behavior;* Community norms;* How does it apply to tribal governments? <p>II. <u>Ethic's Ordinances & Codes</u></p> <ul style="list-style-type: none">* Purpose;* Legislative findings;* Defining ethics;* General ethical standards;* Deciding on Ethic Ordinance standards. <p>III. <u>Conflicts of Interest</u></p> <ul style="list-style-type: none">* Legislative conflicts of interest;* Executive Branch (Tribal Council);* Judicial Branch (Tribal Courts);* Conflicts of interest – employees;* Hiring and decision making. | <p>IV. <u>Standards of Conduct</u></p> <ul style="list-style-type: none">* Nepotism;* Conflicts of Interest/Breach of confidentiality;* Appearance of Impropriety;* Moral turpitude, violation of law. <p>V. <u>Ethic Violations & Penalties</u></p> <ul style="list-style-type: none">* Procedures;* Implementation of procedures;* Substantive provisions for violations;* Substantive provisions for penalties;* Enforcing Code provisions. <p>VI. <u>Drafting Ethics Codes & Ordinances</u></p> <ul style="list-style-type: none">* How to begin;* Content requirements;* Substantive safeguards;* Penalties/violations;* Summary |
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This Seminar on Financial Ethics for Tribal Governments, Gaming & Board Officials will be held in Albuquerque, New Mexico on April 24, 25, 2025. Be sure to register now to ensure that there exists a seat and course material for your participation. The cost for this Seminar is \$950.00 per participant or \$1000.00 on the first day of the Seminar. All course material will be supplied by Montana & Associates, LLC. Please plan to attend this cutting edge Seminar and submit your registration form today either by fax or by United States mail or on-line at www.montanaseminars.com.

Montana & Associates, LLC also have group rates for on-site seminars for tribes and native villages in Alaska that desire to send more than four (4) participants. For more information on this Seminar contact us at: 715.597.6464 or by e-mail at lakotagm@yahoo.com or garymontana@montanaandassociates.com.