BULKY DOCUMENTS

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Deposition of Mark William Russell

Prairie Island Indian Community a federally Recognized Indian tribe (petitioner)
vs
Treasure Island Corp (Respondent

Part 2 of 2

1 identification, and are attached hereto.)
2 BY MR. COSTELLO:
3 Q. I have handed you four photographs which have
4 been identified here as Exhibit C, Exhibit D, Exhibit E and
5 Exhibit F, and ask if you can identify those photographs
6 generally, first of all?
7 A. Generally, all of the photographs are
8 pictures of Treasure Island slot machines and Treasure
9 Island video poker machines located at the Golden Nugget.
10 Q. How can you determine from the photographs
11 that the slot machines which you've identified are at the
12 Golden Nugget or were at the Golden Nugget at the time the
13 photographs were taken?
14 A. I was at the Golden Nugget at this time
15 period. And I recall these slot machines being in those
16 locations, and that's what they looked like.
17 And as I look at these, I can identify the
18 areas where these games are located, too.
19 Q. So in your duties as either assistant slot
20 manager or slot manager or director of slot operations,
21 would you have been aware of these games in the Golden
22 Nugget?
23 A. Yes. Their location, their performance, the
24 merchandising of them, why they are where they are at.
25 Q. I believe you stated that you arrived at the

1 Golden Nugget in May of '89?
2 A. That's right.
3 Q. Do you know a precise date?
4 A. May 15th, 1989.
5 Q. As of May 15th 1989, were the slot machines
6 which you've identified in Exhibits C, D, E and F on the
7 floor at the Golden Nugget Hotel in Las Vegas, Nevada?
8 A. I believe they were.
9 Q. In any of the photographs can you identify
10 the belly glass as existing on one of the slot machines in
11 the photograph and then compare that to the belly glass
12 which is represented by Exhibits A and B?
13 A. Sure.
14 From these photos, if you look at Exhibit E,
15 you can see the belly glass in the video poker game and it's
16 the exact belly glass that's in front of me, and it's the
17 belly glass that you are representing in Exhibit B.
18 Q. Exhibit B?
19 A. Exhibit B.
20 Q. Is there a picture of the slot machine for
21 the belly glass represented by Exhibit A, the larger piece
22 of belly glass?
23 A. There is a picture of these slot machines.
24 However, it is showing the top glass in the picture and it's
25 showing the reel glass. However, the picture is too close

to show the belly glass of it. And it's Exhibit C.

Q. So Exhibit C represents the slot machine which would have had --

A. Exhibit A.

Q. -- Exhibit A as belly glass?

A. As belly glass.

Q. Okay.

How were those slot machines different, the video poker and the slot machine that you've identified?

A. Well, I guess I'll start with the Treasure Island video poker game.

At the time, most slot machines and video poker games, the themes were all standard themes that you would purchase from the manufacturer. So there was no differentiation between the slot machine that you were offering or the video poker game that you were offering at your property versus the property next door that had slot machines.

Q. Let me stop you there for a moment.

While these slot machines were on the floor at the Golden Nugget, were these slot machines, that is, the slot machines themselves, were they developed by the Golden Nugget?

A. The artwork and the theme, yes, were developed by, I believe, Andrew Pascal who was the slot

1 marketing manager at the time.

2 Q. We will get to that in just a moment then.

3 How about the slot machine itself, the

4 physical and mechanical slot machine?

5 A. No. The games, the slot machines themselves

6 and the video poker machines themselves you would

7 purchase -- these were purchased from IGT.

8 Q. IGT means what?

9 A. International Gaming Technologies, the

10 manufacturer. And the programs in them were also developed

11 by IGT, the gaming manufacturer.

12 Specific to the video poker game, however --

13 and I can't tell you for sure. But that one was probably --

14 the software itself was also developed specifically for the

15 Golden Nugget.

16 What makes this particular video poker game

17 differentiated between all of the other video poker games

18 is, one, its brands, its theme, Treasure Island; and two,

19 it's a three-tiered progressive which was very creative.

20 And I don't think anybody at the time in any other casino

21 was running a three-tiered progressive for video poker.

22 The royal flush had a progressive on it. The

23 straight flush had a progressive on it. And the 4 Of A Kind

24 had a progressive on it. So it was very creative at the

25 time.

1 Q. Now, during your testimony you were looking
2 at Exhibit E?
3 A. That's correct.
4 Q. Is that the video poker machine?
5 A. That's correct.
6 Q. And that video poker machine is one you've
7 identified as carrying the belly glass with the identifier
8 "Treasure Island" on it?
9 A. That's correct.
10 And the picture I'm looking at also has the
11 -- Exhibit E also has a picture of the sign, the "Treasure
12 Island" sign that is themed "Treasure Island." And it has
13 the progressive meters in it.
14 This particular bank is located in what I
15 refer to as the old high limit slot area.
16 Q. You referred to "this particular bank,"
17 which is --
18 A. Exhibit E, the video poker bank is located in
19 an area in which I would refer to it as the "old high limit
20 slot area."
21 The reason I would refer to it as the old
22 high limit slot area is because it no longer exists as the
23 high limit slot area. And I was actually the one to put the
24 high limit slot area in it.
25 If you ask Andrew Pascal this question, where

1 does he think this was at, he would probably refer to this
2 section as the old poker room. Because prior to it being
3 the high limit slot area, it was the old poker room.
4 When they pulled out the old poker room, they
5 placed slot machines in it. And that's the wall where the
6 old poker room was and that's where the Treasure Island
7 video poker games were.
8 Q. So as I understand your testimony, Exhibit E
9 represents a bank of video poker machines?
10 A. That's correct.
11 Q. And what is a bank of video poker machines?
12 A. It's a line of video poker machines that is
13 on the same slot stand.
14 This particular bank is a wall bank, so
15 there's only one side of it. When we refer to "banks," it
16 could also be two-sided. And they all sit on the same slot
17 stand in a row.
18 Q. Do the other photographs, C, D and F,
19 represent a bank of slot machines that is different than
20 that which is shown in Exhibit D?
21 A. E, D and F are all the same bank of video
22 poker machines located in that area against that wall.
23 Exhibit C is a bank of slot machines located
24 directly outside of that area. There's a walkway that
25 separates those two areas. This bank looks to be -- we

1 would refer to areas of the casino as zones. And we would
2 give them zone numbers so that we could monitor their
3 performance.
4 This was zone 10. And this looks to probably
5 be bank 1020, 1021. It was the first bank located closest
6 to the International Beer Bar directly outside of, again,
7 what I refer to as the old high limit slot area or the old
8 poker room.
9 Q. So photographs C, D, E and F represent two
10 separate banks of slot machines carrying the belly glass
11 identified as "Treasure Island"?
12 A. That's correct.
13 Q. Were there any other banks of slot machines
14 in the Golden Nugget Hotel carrying the belly glass
15 identified as "Treasure Island"?
16 A. Yes.
17 I believe there was one additional bank of
18 slot machines at this time that had the "Treasure Island"
19 belly glass in it, the reel glass and top glass on it and it
20 was themed "Treasure Island." And that was located up next
21 to the buffet, the buffet section. I believe that was Zone
22 5.
23 Q. Could you tell us when you left the Golden
24 Nugget Hotel? What year?
25 A. In August 1998, I left the Golden Nugget.

1 Q. As of August of 1998, when you left the
2 Golden Nugget Hotel -- let me back up just a step.
3 Is it correct that from May 15th, 1989 until
4 August of 1998, that you were employed at the physical
5 location of the Golden Nugget Hotel in downtown Las Vegas?
6 A. That's correct.
7 Q. When you left the Golden Nugget Hotel in
8 August of 1998, were the slot machines carrying the
9 "Treasure Island" brand, were they at the Golden Nugget
10 Hotel at that time?
11 A. Yes. There was some of them up in that Zone
12 5 location next to the buffet.
13 Q. So during the period May of 1989 through
14 August of 1998, there were slot machines on the floor of the
15 Golden Nugget Hotel carrying the brand "Treasure Island" --
16 A. Yes.
17 Q. -- continuously through that period?
18 A. Continuously through that period.
19 Q. Let's talk a little bit about the development
20 of a series of slot machines such as the ones before us, the
21 Treasure Island slot machines.
22 What happens prior to the time that a slot
23 machine is put on the floor at the Golden Nugget Hotel?
24 For example, are there any steps along the
25 road which must be taken before a slot machine actually

1 reaches the floor of a casino in Las Vegas?
2 A. Sure.
3 You go through a long process of trying to
4 figure out what game you want where and why you would want
5 it there.
6 Whether it's a video poker, video reel or
7 standard reel, whether it's a nickel, quarter, dollar,
8 whether it's multi denom, you would make all of those
9 decisions. Then you would go to a specific manufacturer and
10 pick out a game.
11 And when you're picking out a game, you're
12 not only picking out the theme of a game, but you're also
13 picking out the program of a game.
14 Within the program of a game, you're looking
15 at hold percentages. You're looking at hit frequencies.
16 You're looking at volatility.
17 And in that sense, you're looking at the
18 dynamics of the pay table.
19 Q. I'm just going to encapsulate on that for a
20 minute.
21 So you're looking at performance
22 characteristics for a particular slot machine?
23 A. Right.
24 Q. Okay. Let's continue.
25 So you look at all of those different items

1 in the slot machine before you make the decision on what
2 game you're placing on the floor?
3 A. You purchase that game and you place it on
4 the floor. And once you have that game on the floor, you
5 would monitor that game's performance. And you may or may
6 not make changes to that game based on its performance.
7 And the different things that you could do to
8 that game to convert is to change its program, leave the
9 theme of the game or change the theme of the game
10 altogether, or change both, both the theme and the software
11 of the game.
12 Q. The slot machines which are before you
13 represented by all of the exhibits, photographs C, D, E and
14 F, were those, in any way, unique or different than the slot
15 machines that one would find in any other property that you
16 mentioned which are located in downtown Las Vegas in May of
17 1989?
18 A. Yes. They were very unique at the time.
19 Back in those days, most all games were
20 standard games that you could purchase from a manufacturer
21 and place on the floor. And the themes would be themes that
22 not only you would have, but your competitors would also
23 have.
24 So back in -- I guess he started it in '88.
25 Andrew Pascal went out and created custom games that would

1 be exclusive to the Golden Nugget to create brand identity
2 and exclusivity so that the competitor couldn't offer these
3 games.
4 So he created several themes. Some of the
5 themes that I recall that were on the floor when I got there
6 that were custom were Treasure Island slots, Treasure Island
7 video poker, Zodiac Wheel of Fortune, Thunderbolt, Grand
8 Prix of Slots and Nickelodeon slots.
9 Q. You testified that these were "custom games."
10 What do you mean by "custom games"?
11 A. Meaning that the game did not exist in
12 anybody's library. The theme did not exist in any other
13 manufacturer's library. And you would take a theme and
14 create artwork behind it and then create the glass, match it
15 up with either -- carry the custom program or match up the
16 program with an existing program of a slot machine and then
17 place it on the floor.
18 Typically, he would also register that
19 trademark so that the competitor could not get it, could not
20 use that theme.
21 Q. When you refer to "he," who are you referring
22 to?
23 A. Andrew Pascal.
24 Q. Can you give us an idea or a sense of the,
25 I'll call it, development time or research and development

1 time that it takes to take an existing -- take an IGT slot
2 machine, for an example, develop a new game, develop a new
3 theme, and then place that completed slot machine, whether
4 it be video poker or a slot machine, and place it onto the
5 floor of the Golden Nugget?
6 A. Well, a theme would go a lot quicker than a
7 program, a game.
8 So if you want to do an entire custom game
9 where the theme was custom and the program was custom, that
10 takes a significant amount of time.
11 The reason it takes a significant amount of
12 time is because you have to do the mathematics for the game,
13 how the game would actually operate.
14 And typically, we do that in conjunction with
15 the manufacturer. That would take several months to develop
16 that math and get it to where we thought that it would work,
17 both whoever is developing it from the operator's standpoint
18 and the manufacturer, typically statisticians and
19 mathematicians and programmers that are experts in
20 developing slot machine math and video poker math. That
21 takes several months to develop.
22 And then that program would go into the
23 gaming lab for approval. And it would take several months
24 for the gaming lab to review that software. And then the
25 gaming lab would approve it and release it.

1 Now, if it was just a theme, basically, what
2 you're doing is creating artwork. So you would go to a slot
3 glass manufacturer, such at Suburban, Sunkist, Mikohn at the
4 time who was doing glass -- there's a few more, but I can't
5 recall -- and you would go to them and you would get a
6 concept with them. And their artists would create the art
7 renditions of the glass.
8 Q. Such as those in front of us?
9 A. Such as the Treasure Island glass in front of
10 us. And the operator would work with the artists in
11 modifying that until they got it exactly how they wanted it.
12 And then they would create that glass which
13 it takes -- you got to get it in their queue because they
14 create a lot of glass for customers throughout Las Vegas and
15 possibly the country.
16 And that would take several months. And then
17 you would get your glass.
18 Q. So we are talking about a process of at least
19 several months?
20 A. Yes. Several months. A theme can take
21 quickly, probably three months at the quickest. A program,
22 though, could take half a year, up to a year, if you're
23 doing custom program.
24 Q. While you were there in '89, have you ever
25 become aware of an individual at the Golden Nugget that

1 developed the theme "Treasure Island" for these particular
2 slot machines?
3 A. Yes. It was developed by Andrew Pascal.
4 Q. The Golden Nugget is situated, as you know,
5 downtown Las Vegas on Fremont Street. It's associated with
6 or nearby the other hotels that you've identified, casinos
7 that you've identified.
8 During the time that you were at the Golden
9 Nugget did you develop a sense or do you have any way of
10 knowing what the traffic flow through the Golden Nugget
11 would have been those early days in 1989, 1990?
12 A. It was a very, very busy casino.
13 Although it was small, it only had about
14 1,200 slot machines in it. But it had very high utilization
15 of its slot machines. And, in fact, by the time I left, it
16 did almost $90 million in slot revenue.
17 And with only 1,200 games at the time, it was
18 about the highest win per unit in the state of Nevada.
19 Q. So in August of 1990, when you left the
20 Golden Nugget, the slot revenue -- is that the correct term?
21 A. Yes.
22 Q. -- was $90 million?
23 A. Yeah. Just under $90 million.
24 Q. And in May of 1989, what was the slot revenue
25 at that time approximately?

1 A. Approximately $55 million, $50 million.
2 Somewhere around there.
3 Q. And that slot revenue of $50 million in 1989
4 would have been generated by 1,200 slots?
5 A. That's correct.
6 Q. Now, what's the reason that -- I mean,
7 obviously, slot revenue is one reason.
8 What's the reason that a casino such as the
9 Golden Nugget develops a slot machine brand like Treasure
10 Island.
11 A. To make more money.
12 What you want to do is you want to try to get
13 the most performance out of a slot machine that you can.
14 Q. "Performance" means what?
15 A. Revenue.
16 Q. Revenue is generated by what?
17 A. Customers playing the slot machines. So you
18 want to increase your revenues.
19 So we would create custom games to create
20 better performance on our slot machines. Because we only
21 had 1,200 slot machines. So you wanted to make every single
22 one earn as much as it possibly could.
23 When we create custom slot machines, which we
24 still do to this day, we are trying to create a game that
25 the customer likes that our competitor does not have.

1 So if the customer comes to town, even though
2 he's not staying with us, and he wants to play that game, he
3 can. But he has to come to our property to play it. And
4 that's why these custom games are developed.
5 Q. Now, in the photographs, C, D, E and F, in
6 addition to the slot machines which you've identified as
7 belly glass in some of those pictures, I see above the slot
8 machines another sign which carries the name "Treasure
9 Island."
10 What kind of sign is that? How do you refer
11 to that kind of sign?
12 A. Well, we refer to it as a slot sign. The
13 reason why we put it above slot machines is to merchandise
14 that bank of slot machines from a distance so the customers
15 can easily identify them. It catches their eye. It draws
16 them to it. It lures them.
17 It's all about marketing, branding and
18 merchandising, trying to get the customer to sit down at
19 that game and play it.
20 Q. Would each bank of slot machines carry this
21 slot sign above its bank?
22 A. As I recall, every bank of Treasure Island
23 slot machines had a sign above it. And, in fact, the two
24 banks that are displayed in these pictures in front of me,
25 C, D, E and F, all have signs.

1 Now, as it relates to the video poker sign,
2 one of the reasons why you would definitely need a sign on
3 that is because it was a three-tiered progressive and you
4 needed to display the progressive.
5 So you needed to do that in a sign above the
6 video poker games.
7 Q. Can you show us in any of the photographs
8 what you mean by the --
9 A. Sure. This is a bank of video games.
10 Q. Let me just refer to the record now. You're
11 referring to Exhibit E?
12 A. Exhibit E.
13 Q. And the bank or set of slot machines are the
14 slot machines in the lower left-hand corner of that
15 photograph?
16 A. Actually, they are video poker machines.
17 They are sitting on the slot stand and there are chairs in
18 front of the video poker game.
19 And directly in front of that is a sign and
20 encased in that sign is three progressives.
21 Q. What do you mean by "three progressives"?
22 A. As you play the slot machine, for every
23 quarter that you would put in the slot machine, a meter
24 would progress a certain percentage.
25 Now, in this particular case, it was probably

1 a quarter percent to each one of these meters.
2 So every time you put a quarter in, one
3 quarter of a percent of that quarter would accelerate each
4 one of these meters.
5 Q. And the number that's in the meter would be
6 displayed on the display just above the slot machine?
7 A. That's correct.
8 Each progressive had a reset amount of the
9 base amount of the jackpot.
10 So as an example, the royal flush on a
11 standard video poker game pays $1,000. So as customers
12 would play it, that progressive would start at $1,000, and
13 it would continue up until somebody hit the progressive.
14 In this picture the progressive for the royal
15 flush is displayed at $1,163.85, meaning that these bank of
16 slot machines have received enough play to increase that
17 progressive by $163.85.
18 Q. From a laymen's point of view, it sounds like
19 an awful lot of thought process goes into these games.
20 A. That's right.
21 The reason we do that is to attract people to
22 chase that progressive. As it gets higher, it entices more
23 people to play.
24 Q. Attracts people to chase the progressive?
25 A. That's correct.

1 Q. Say that in nongaming terms.

2 A. Well, the standard royal flush is $1,000 on a

3 video poker quarter game. Customers who typically play

4 video poker know that a royal flush on a quarter video poker

5 game pays $1,000.

6 If they walk by and they see a progressive

7 that is now $1,163.85, they know that quite a bit of play

8 has been played through those games to accelerate that.

9 So as an example, if that royal flush said

10 now $2,000, it would really entice people that were very

11 familiar with video poker to say, "Wow! A lot of play has

12 gone through that. And I believe that it's more likely that

13 the royal flush is going to hit."

14 Even though it's random, that's the thought

15 process of a video poker player.

16 Q. All right.

17 So in addition to developing the program of

18 the game, as you described it, and the theme in the manner

19 in which you've described it, are there any other efforts

20 made, or were there any other efforts made by the Golden

21 Nugget to advertise or market these Treasure Island slot

22 machines?

23 A. Sure.

24 What we want to do is make these games as

25 popular as possible. So not only would we have, at the

1 time, put up this three-tier progressive to incentivize
2 customers, we want to brand it and theme it so that
3 customers could refer to it and tell other customer, or they
4 would know to go back to that game.
5 And in this case, it was Treasure Island
6 video poker so that if a customer was lucky on that, they
7 would tell their friends, "Hey, go to the Golden Nugget and
8 make sure you play on the Treasure Island video poker games
9 because I won."
10 Q. And within the Golden Nugget property, let's
11 start there, were there any other efforts made to market the
12 Treasure Island slot machines within the hotel?
13 A. Absolutely. There was.
14 Q. What were they?
15 A. Slot cups.
16 Q. What is a slot cup?
17 A. Slot cups are between all of the slot
18 machines. And at the time slot machines used coin to play
19 them, you would purchase coin and place coins in the game to
20 play them.
21 And when you won, coins would come out of the
22 game into a tray. And to redeem those coins, there were
23 slot cups placed next to the slot machine that you would
24 take the cup and you'd scoop up the coins and you would take
25 them over to the booth over to the cashier. And they would

1 run it through a sorting machine. And then they would tell
2 you how much you won. And they would pay you cash for it.
3 Q. So one effort made to promote the slot
4 machines in the casino would have been the use of slot cups.
5 Were there any others?
6 A. I might also say that slot cups, people would
7 take those home with them as souvenirs, too. And on the
8 slot cup itself we would identify the Golden Nugget, plus we
9 would identify all of our custom slot machines, such as
10 Treasure Island slots, Zodiac slots, Grand Prix slots,
11 Nickelodeon slots.
12 Q. So a customer, hopefully after winning, from
13 their point of view, take a slot cup home carrying this
14 Treasure Island brand?
15 A. That's correct.
16 Q. Were there any other efforts inside the
17 hotel, say, to market the Treasure Island unique slot
18 machines that you had at the premises at the Golden Nugget?
19 A. Sure. On the outside of the building were
20 very large duratrans.
21 Q. What is a duratrans?
22 A. A duratrans is -- it's a backlit plex that
23 would light up that showed advertising on it.
24 Q. What was the size approximately of the
25 duratrans at the Golden Nugget Hotel?

1 A. I would say they were approximately six feet
2 tall by four feet wide. And there were several of them
3 located along Fremont Street and then several of them
4 located along the two side streets.
5 Q. So when you say there were several duratrans
6 located along Fremont Street, are you saying they were
7 located -- were they attached to the outside or the exterior
8 of the Golden Nugget Hotel?
9 A. Yes. They were actually attached to the
10 exterior of the building.
11 Q. And along Fremont Street in 1989, was that
12 primarily foot traffic, or was there still a road in front
13 of it?
14 A. It was both. There were sidewalks that had
15 tremendous foot traffic on it. And it also was a road, and
16 I believe at that time it was one direction.
17 Q. So you have duratrans located on the exterior
18 portions of the Golden Nugget, both on the Fremont side.
19 And how about on the other side of the street there?
20 A. Yeah.
21 I can't remember what the side streets are.
22 I apologize.
23 But between the Four Queens and the Golden
24 Nugget, that street, along that side of the building all the
25 way up to valet, it had probably four duratrans there. And

1 then on the exact opposite side where our parking garage
2 was, which was a much longer wall, it had probably, and
3 still does to this day -- I'd have to review them -- it
4 probably has five or six duratrans on them.
5 Q. In those days, as I recall, the Golden Nugget
6 was a building that had four sides?
7 A. That's correct.
8 Q. Later on it was expanded to include the
9 parking area and one of the streets was taken over.
10 But during the time you were there in 1989,
11 1990, were those duratrans located on four sides of the
12 building or just three?
13 A. No. Just three.
14 Q. Did you ever come to learn during your duties
15 as slot manager and director of slot operations in
16 marketing, did you ever get a sense of how many people per
17 day walked Fremont Street?
18 A. I used to know. I do not anymore. But it
19 has heavy traffic flow.
20 Q. Does that mean hundreds? Does that mean
21 thousands? Tens of thousands? Give us a sense.
22 A. I would say thousands of pedestrians walk
23 that street and go between the properties. There's
24 thousands of rooms in the downtown area, 1,800 just at the
25 Golden Nugget.

1 And when you add up all of the rooms that is
2 in the downtown area and you have cross-over traffic that
3 crosses between each one of the hotels, it's very, very
4 convenient for customers to visit multiple hotels and
5 experience their amenities and their entertainment and their
6 gaming.
7 Q. So we have talked about signage above slot
8 machines. We have talked about the slot cups. And we have
9 talked about the duratrans.
10 Was there any other methods that the Golden
11 Nugget used during the 1989, 1990 period to promote or
12 market its Treasure Island brands?
13 A. Yes. There was billboards located throughout
14 the city at the time that they did a very large blitz for
15 slot machines at the Golden Nugget.
16 They had billboards for Treasure Island.
17 They had billboards for Grand Prix slots, as I recall, and
18 Nickelodeon slots, as I recall.
19 Q. Do you recall today generally where those
20 billboards might be located? Are they located in just the
21 downtown area, or are they located in other locations?
22 Could you give us a sense of where they might
23 have been located?
24 A. I recall them being on the off strip
25 location, as you're coming down to the strip and on the

1 freeway as you come into downtown. I recall that because I
2 drove it every day from my house.
3 Q. Again, for the purposes of the board who are
4 sitting in another state trying to read this testimony, if
5 they haven't been to Las Vegas or don't know this area, you
6 keep referring to the "downtown area" and the "strip area."
7 What's the distance between those two
8 areas?
9 A. The Las Vegas strip, actually, connects to
10 downtown. And the length of the strip where all the other
11 hotel/casinos are -- how many miles -- I'm not even sure how
12 many miles it is.
13 Q. Several miles in length?
14 A. Yeah. Several miles.
15 Q. And the downtown area, Fremont Street, that
16 would be how long approximately?
17 A. It's about nine, 10 blocks.
18 Q. So it's your recollection that as you drove
19 from some part of Clark County down the strip, along the
20 strip towards Fremont Street --
21 A. Right.
22 When you are going east on 95, there are
23 billboards just before the Main Street exist to the downtown
24 area. And we had billboards that would display the custom
25 slot games, one of them being Treasure Island slots.

1 Q. Highway 95 is a major highway in Las Vegas in
2 those days?
3 A. That's correct.
4 Q. Carrying a lot of traffic --
5 A. From the northwest -- well, from the
6 northwest heading east, it would carry all of that traffic
7 in. And then from the east going west, it would carry all
8 of that traffic to the downtown area. And it also
9 intersects I-15 just past the exists for downtown --
10 Q. All right.
11 A. -- which is the major freeway intersection in
12 Las Vegas, the center of Las Vegas.
13 MR. COSTELLO: Let's go off the record for a moment,
14 please.
15 (Recess taken.)
16 MR. COSTELLO: We are back on the record.
17 Mr. Mikulich, we were talking about marketing
18 efforts for the Treasure Island slot machines. I want to
19 hand you another exhibit which I'll identify as Exhibit G
20 (Exhibit G was marked for identification
21 and is attached hereto.)
22 BY MR. COSTELLO:
23 Q. I'll ask you if you can identify what's
24 represented by Exhibit G?
25 A. This looks like the artwork that was up on

1 the billboards throughout Las Vegas. It says "Only Golden
2 Nugget has Treasure Island slots."
3 Q. Do you recognize this, as I think you said,
4 artwork that was to become a billboard in one of the
5 locations in Las Vegas Valley that you've testified to?
6 A. That's correct.
7 Q. Do you have any recollection of how long a
8 billboard such as the one represented by Exhibit G would
9 have been up in Las Vegas?
10 A. No. I don't recall how long they were there.
11 For quite some time, though, the one that was on
12 Highway 95.
13 Q. Are we talking about days or weeks or
14 months?
15 A. Oh, no. Months.
16 Q. Is Exhibit G representative of the kind of
17 billboard that you believe would have been throughout the
18 Las Vegas valley?
19 A. Yeah.
20 As I recall, only Golden Nugget had Treasure
21 Island slots. And then the other ones were Nickelodeon,
22 Grand Prix, Zodiac Wheel of Fortune, and I think there was
23 one more. It was World's Largest Jackpot or something like
24 that. That's what I recall.
25 MR. COSTELLO: All right. Let me hand you what has

1 been marked as Exhibit H which will consist of four pages,
2 Bates TIC 0769, 0771, 0770 and 0772.
3 (Exhibit H was marked for identification,
4 and is attached hereto.)
5 BY MR. COSTELLO:
6 Q. I'd ask you to look through those four pages,
7 Mr. Mikulich.
8 What do those four pages represent?
9 A. Again, this looks like the artwork that was
10 used for the billboards that were throughout Las Vegas
11 displayed in the custom, exclusive Golden Nugget themed slot
12 machines.
13 H is "Golden Nugget Treasure Island Slots" or
14 that was --
15 Q. That's Exhibit H, TIC 0769.
16 A. And 0771 is "Golden Nugget Grand Prix Slots"
17 which was another custom game exclusive to the Golden
18 Nugget.
19 And 0770 is another custom game at Golden
20 Nugget. It says "Golden Nugget Zodiac Slots."
21 And then "Golden Nugget 4Way Progressive,"
22 0772. And that was another custom game. This was a
23 million-dollar slot machine that had four progressives in
24 it.
25 And we actually later changed the name and

1 called it Quadruple.

2 Q. You mentioned earlier that the Treasure

3 Island slots were, you said, three banks of slot machines

4 which carried the Treasure Island brand.

5 Can you tell us where in the Golden Nugget

6 Hotel those three banks were located?

7 A. Sure.

8 The video poker bank was located against the

9 wall. There was probably 14 of them. It was quite a long

10 bank of slot machines.

11 And I'm going to refer to it as the old high

12 limit slot area. Prior to the high limit slot area, it was

13 the old poker room. So it was a poker room. They pulled it

14 out and they put slot machines in it. And one of the walls

15 of that small area is where the video poker Treasure Island

16 bank was.

17 Q. How many slot machines or poker machines

18 would that have been?

19 A. It was a pretty long row. Because it was

20 that whole entire side wall. It's not the back wall.

21 Actually, the back wall would be the Fremont side wall.

22 So as you entered into that area, it was the

23 left-hand side wall.

24 Q. And approximately how many video poker

25 machines?

1 A. About 14.
2 Q. What are the locations within the Golden
3 Nugget Hotel where Treasure Island slots were located?
4 A. Right outside that area.
5 Again, I'm going to refer to that area as the
6 high limit slot area. There was four banks of back-to-back
7 slot machines. That was Zone 10.
8 And in the first bank located closest to the
9 International Beer Bar, which, again, that zone was called
10 Zone 10, and I believe that row was 1020 and 1021, was
11 located the bank of Treasure Island slot machines. And it
12 included a sign above it which displayed Treasure Island
13 slots.
14 Q. So how large was that bank of Treasure Island
15 slots in Zone 10? How many Treasure Island slots were in
16 that bank of slots?
17 A. I believe it was also a fairly long row. It
18 was 12 to 14 games.
19 Q. So you've identified two areas?
20 A. That's correct.
21 Q. Were there any other areas that carried the
22 Treasure Island slot machines?
23 A. Yes. There was a bank of slot machines that
24 were up in the buffet area. I believe that's Zone 5. And
25 that bank would have been more like 10 games or 12 games.

1 Q. So in total, in the 1989, 1990 years, there
2 would have been approximately --
3 A. About 50 games around there.
4 Q. Approximately 50 slot machines carrying the
5 Treasure Island theme?
6 A. That's correct.
7 Q. Did those 50 slot machines continue through
8 to the time that you left the Golden Nugget?
9 A. In different locations, yeah. We had
10 moved -- I had moved them around the floor throughout those
11 areas.
12 At one point there was a bank of custom games
13 called Thunderbolt, and they were located, I think it was on
14 carousel 3 across from the Zodiac Wheel of Fortune which was
15 also a custom game.
16 Andrew Pascal created all of those games.
17 There's a funny story behind that. That's why I remember
18 this.
19 The Thunderbolt was one of the games that
20 actually didn't do very well. And there was a big
21 Thunderbolt sign above them. And when they took down the
22 Thunderbolt sign that morning, Andrew Pascal came into Andy
23 Hummel's office which was my office, kind of a communal
24 office, and asked Andy Hummel, "Did they take down
25 Thunderbolt?" And Andy Hummel jokingly said, "Yeah. In

1 fact, when they took it down, all of the dealers stopped,
2 turned and started clapping." It was kind of an insult to
3 Andrew.
4 It was actually very funny at the time. And
5 Andrew didn't say anything and walked out of the office.
6 I remember that because it was quite
7 humorous. And then later, that, again, was one of the
8 themes that didn't work. So we added Treasure Island slot
9 machines down there.
10 Q. So let me stop you for a moment, if I may,
11 just to make sure I understand your testimony.
12 The theme that did not work was the Zodiac?
13 A. No. It was called Thunderbolt. They were
14 across from the Zodiac Wheel of Fortune.
15 Q. So what happens to a theme that does not
16 work?
17 A. We will take it off the floor. If it doesn't
18 perform, we will take it off the floor. And that's what we
19 did.
20 And we added more Treasure Island machines.
21 The reason I remember they were Treasure Island slot
22 machines is because we actually made them dollars instead of
23 quarters.
24 And we put the quarter program in them
25 instead of a looser dollar program. And it didn't do very

1 well. And Steve Wynn got mad at Andy Hummel specific to
2 that.
3 So later we had to change out and go to a
4 looser hold percentage on those games.
5 Q. So what happens to themes of slot machines
6 that don't work in the casino?
7 A. We will convert them to something else that
8 will work. We want to maximize performance.
9 Q. Can you give us an estimate of, I think what
10 you called the handle, or let's talk about --
11 A. Performance of a slot machine.
12 Q. Performance in terms of the number of people
13 playing or in terms of dollars.
14 Give us some performance of the Treasure
15 Island slots at the Golden Nugget.
16 A. Sure.
17 The overall average win per unit back in
18 those days were probably around, I want to say, $160 a unit.
19 Q. So the overall average per slot machine?
20 A. Yeah. That's win per unit per day.
21 Q. The amount of money that the casino would win
22 per slot machine per day?
23 A. That's correct.
24 Q. And this was at the Golden Nugget?
25 A. Yeah.

Q. And that was about $160?

A. Yeah. About that. And that's an average of all the nickels, quarters, dollars, $5, $10, $25, and $100 games averaged.

The quarter average at the time -- and that's what Treasure Island was predominantly running at. It was quarter slots and quarter video poker -- was probably around, I want to say, $110 to $120 win per unit.

And as I recall, that what's the performance of the Treasure Island slots were. The Treasure Island video poker was a little bit less than that.

Video poker is a looser game and would perform a little bit less than that.

So the bank that was out in front of -- the bank of quarter Treasure Island slot machines that was out in front of that old high limit area, as I refer to it, as Zone 10, row 1020, 1021 was probably doing somewhere around, as I recall, quarter average which was right around 120. When it was first put on it, it did much better than that. It was probably around 140.

And then over time, of course, as the theme gets old, it starts to shrink. So it was probably doing $140 per unit per day. And it was probably a 7 percent gain. So if you divided that out each game, it was probably doing about $1,200 in handle per unit.

1 And if it was a bank 14, that whole bank
2 would probably have somewhere around, if my math is right --
3 if I had a calculator, I would do it a little bit better --
4 approximately around $20,000 per day running through that
5 bank of slot machines.
6 Q. So for a particular bank of Treasure Island
7 bank slot machines at the Golden Nugget, the casino would
8 expect to take about $20,000 per bank of slot machines?
9 A. In handle would run through that.
10 Q. Describe for us "handle." What is meant by
11 this term?
12 A. Volume of moneys that would go through the
13 game. So you would take the volume of money, and you would
14 subtract out all of the jackpots and all of the fills that
15 you would have to fill the games with.
16 You would take essentially coin-in which is
17 handle, less all of the coin-out, less all of the hand-paid
18 jackpots. And that's what's left over for the company, the
19 property's win.
20 Q. So you call the handle the win or the take?
21 A. Yeah.
22 Q. So the take for each of the three banks of
23 Treasure Island slots machines would have been about $20,000
24 per bank?
25 A. No. That would be the handle.

1 The take or the win would probably be -- let
2 me see if I can do the math here -- probably somewhere
3 around $2,000. That's per day for the bank of 12 or 14,
4 whatever was in that size bank.
5 Q. That's roughly $6,000 a day for all of these
6 banks?
7 A. Yeah. Roughly.
8 Q. Not in mathematical terms, but just sort of
9 general terms, how would you characterize the performance of
10 the bank of Treasure Island slot machines?
11 I assume it was sufficient to maintain its
12 position within the hotel.
13 How would you characterize the performance of
14 those slot machines versus the other slot machines? Was it
15 successful? Was it not successful.
16 A. They were very successful. The only one that
17 I recall that did not work was Thunderbolt.
18 The other thing that you have to understand
19 is, we would tend to take a very good game or a game that we
20 branded and we would stick it in a weaker area, a weaker
21 location, to try to anchor that location to try to help the
22 performance of that particular area.
23 So like Zodiac was up against a wall that was
24 right by the air door, what I call an air door. It was
25 right by one of the Fremont doors. And the games that were

1 there prior to it didn't do very well.
2 So they themed them out and came up with
3 Zodiac Reels of Fortune. There was 12 games, one for each
4 sign of the Zodiac. And they placed them right there and it
5 increased the win per unit.
6 And that's what we would typically do with
7 theme games. You want to try to put them into your areas to
8 try to increase your areas that weren't performing very well
9 to try to increase the win per unit.
10 And as I recall, all of the first set of
11 Andrews' themes did very well except for Thunderbolt.
12 Q. So the first set of Andrew's themes included
13 the Treasure Island?
14 A. That's correct. It did include the Treasure
15 Island.
16 Q. Are you familiar with the Mirage Hotel?
17 A. Yes.
18 Q. How are you familiar with that?
19 A. I worked there from May of 2000 to March of
20 2005.
21 Q. So from August of 1998 until May of 2000,
22 where were you employed?
23 A. Biloxi, Mississippi, Beau Rivage.
24 Q. So after you left the Golden Nugget in August
25 of 1998, you went to Mississippi?

A. Yeah. We built a property there called Beau Rivage. And I helped build and develop it, or open it.

Q. So in 1998, you were in Mississippi through May of 2000?

A. Yes.

Q. And in May of 2000, you returned to Las Vegas and returned to the Mirage Hotel?

A. Yes. That's correct.

Q. What was your position at the Mirage?

A. Vice president of slot operations. Then I was promoted to senior vice president of casino operations.

Q. You told us generally about the duties for vice president of slots, or actually, I guess you have not. So let's start with that.

What are generally the duties of vice president of slots at the Mirage Hotel and then senior vice president?

A. As vice president of slots at the hotel, I was the ultimate authority in the slot division. I oversaw both slot marketing and slot operations, also the technical group, slot technicians.

Then as senior vice president, I oversaw table games and casino marketing.

Q. Are you familiar with the term "slot tournament"?

1 A. Yes.
2 Q. What is a slot tournament?
3 A. A slot tournament is an event that we run at
4 the property. We can either run it in a convention hall or
5 we can actually run it on the floor.
6 We take games, convert the games, the glass
7 of the games and the programs of the games.
8 No money is used. Typically, it's either a
9 free tournaments that we invite our customers to or it's a
10 paid tournament where a customer would pay an entry fee to
11 get into the slot tournament.
12 A typical slot tournament has three rounds.
13 Each customer would play in three rounds. Each round
14 consists of 20 minutes. And all the customer has to do is,
15 when the clock starts, they tap the spin button. And the
16 combination ends up being points. And it adds up points on
17 the meter rather than money.
18 Q. You're talking about on the meter on a
19 particular slot machine?
20 A. Yeah. It's just an LED meter that's embedded
21 into the slot machine. And it's tracking how much the
22 combinations and what the combinations are worth. It adds
23 it up.
24 So if you hit single bars, it adds 10 points.
25 You hit another single bar, another 10 points. And now you

1 got 20 points.

2 So after 20 minutes we would tally up all the

3 scores. And then you would tally up the scores between the

4 three rounds. And the person with the highest tally would

5 end up winning the grand prize. And we would end up paying

6 several prizes below that amount.

7 Q. While you were at the Golden Nugget, did you

8 have slot tournaments?

9 A. Yes. We had almost one a month.

10 Q. And how about at the Mirage Hotel? Did you

11 also have slot tournaments?

12 A. Yes.

13 Q. Would those slot tournaments include, for

14 example, slot machines like the Treasure Island themed slot

15 machines?

16 A. Yes. One of the things that Andrew started

17 that we continued to do is, if we were going to brand a new

18 slot machine and place it out on the floor, we wanted to

19 give that slot machine much more customer recognition.

20 So that theme of slot machine, we would carry

21 a theme into the slot tournament. So we would create custom

22 glass for the slot tournament and use that theme. And we

23 would also theme the entire -- we would have an awards

24 banquet afterwards. So we would theme that awards banquet

25 based on the theme of the slot machine, too.

It gave much more exposure to the slot machine itself.

Q. Were the Treasure Island branded slot machines which you testified about at the Golden Nugget, was that brand of slot machines ever taken over to the Mirage Hotel?

A. Oh, yes. They were.

Q. Can you tell us approximately when that would have been done?

A. When the Mirage opened up.

Q. And that would have been in November of 1989 approximately?

A. Yeah. I believe that's when Mirage opened is November of 1989.

Q. So in November of 1989, as I understand your testimony, where were the slot machines located; that is, were they located at the Golden Nugget and the Mirage?

A. I believe that they were located at, as I recall, Golden Nugget and Golden Nugget Laughlin and the Mirage.

All of Andrew's themes that were placed that were at the Golden Nugget were also placed at the Mirage when it opened. And I believe almost all of his themes were also placed at the Golden Nugget Laughlin property.

Q. Can you tell us why, in your business in the

1 hotel/casino industry, that you take a brand of slot
2 machines that's been located, for example, in this case, at
3 the Golden Nugget and take it to the Mirage, too?
4 A. To repeat its success.
5 As an example, Thunderbolt was not placed at
6 the Mirage because it was not a successful game. So we
7 discontinued it.
8 So if the game was successful at the Golden
9 Nugget, we would want to get that performance out of a
10 sister property. So we would place it at a sister
11 property.
12 Q. And by "sister property," you're referring to
13 the Mirage?
14 A. Yeah. Under the Mirage Resorts umbrella. We
15 wouldn't want other casinos to get it because they were our
16 competitors.
17 Q. You wouldn't want other casinos to get the
18 Treasure Island slots because they were competitors?
19 A. That's correct.
20 Q. So then in November of 1989, I believe you
21 testified earlier that there were Treasure Island slot
22 machines at the Golden Nugget Hotel until you left in
23 August of 1998?
24 A. That's correct.
25 Q. So in November of 1989, then there were slot

1 machines both at the Golden Nugget and at the Mirage. And
2 you believe they were also at other properties under the
3 Mirage Resorts, Incorporated umbrella?
4 A. The only other one I know of at the time was
5 Golden Nugget Laughlin.
6 Q. So from November of 1989, how long were the
7 Treasure Island slots at the Mirage Hotel, if you know?
8 A. I do not know. By the time I got there, they
9 were not there.
10 Q. So in May of 2000, you don't recall seeing
11 the Treasure Island slot machines at the Mirage Hotel?
12 A. No. They were not there.
13 Q. Do you recall whether there was ever a slot
14 tournament for the Treasure Island slots at the Mirage
15 Hotel?
16 A. I've seen documentation that shows that there
17 was one.
18 MR. COSTELLO: Let me hand you a document which is
19 Exhibit I.
20 Counsel, this TIC 1191.
21 (Exhibit I was marked for identification,
22 and is attached hereto.)
23 BY MR. COSTELLO:
24 Q. I'd ask you if you can identify, just
25 generally, what is this document, Exhibit I?

A. This is a purchase requisition. And it's a corporate purchase requisition because it's got the Golden Nugget logo and the Mirage logo. And it's from Graphics West and it's for a slot tournament. It looks like invites and envelopes.

Graphics West we used to use for all of our invites for our slot tournaments. We would use Graphics West to create them.

Q. Now, I believe you identified on Exhibit I that there are two logos at the top of that purchase requisition -- one is for the Golden Nugget.

Do you recognize that logo?

A. Yes.

Q. And the other one is for the Mirage?

A. That's correct.

Q. Why would there be the logo for both properties on a purchase requisition?

A. Although there was two separate purchasing departments -- one at Golden Nugget and one at the Mirage -- they worked together to create synergies, to create purchasing power, so that we could drive down costs.

So if I was doing 12 slot tournaments a year at the Golden Nugget and Andrew was doing 12 slot tournaments at the Mirage, we can combine our purchasing efforts and go, "Hey, we are going to buy 'X' number of

1 invites from you throughout the year. So we want a better
2 price." And we would drive down our price per piece.
3 That would go along with all sorts of costs
4 of goods and inventory that's used throughout the
5 hotel/casino. But that was just an example.
6 MR. COSTELLO: Let me hand you another document
7 which I'll identify as Exhibit J.
8 Counsel, it's TIC 1189.
9 (Exhibit J was marked for identification,
10 and is attached hereto.)
11 BY MR. COSTELLO:
12 Q. I'll ask you if you can identify that
13 document or what this document represents?
14 A. This looks to be artwork for another
15 billboard that was placed throughout the city for Treasure
16 Island slot machines.
17 Q. Would you read it into the record what that
18 billboard says?
19 A. It says "Treasure Island, A Pirate's Treasure
20 Island Awaits You Only at Mirage and Golden Nugget."
21 These are the same or similar to one of the
22 exhibits. I just want to go back, if I could, to this J and
23 Exhibit H and Exhibit G.
24 These are also similar messages that were
25 used on the outside of the building in the duratrans that I

1 spoke of. However, these are horizontal and the artwork
2 would have been vertical.
3 Q. When you refer to "these," are you referring
4 to Exhibit J now?
5 A. Exhibit J, H and G are also the same messages
6 that were used in the duratrans that were outside of the
7 building that I referred to back awhile ago.
8 Q. All right.
9 So for the sake of clarity then, Exhibit G,
10 which you identified as a billboard which would have been
11 placed on the various locations throughout the valley, you
12 say that the same message that's portrayed on Exhibit G
13 would have also been portrayed on one of the duratrans as
14 located on, for example, the exterior of the Golden Nugget
15 in downtown Las Vegas?
16 A. That's correct.
17 Q. And the same would be true for Exhibit H;
18 that is, this same message or the messages portrayed by this
19 series of exhibits advertising and marketing Treasure Island
20 slots would have been also carried, in addition to
21 billboards, would have also been carried on the duratrans on
22 the outside of the Golden Nugget Hotel?
23 A. That's correct.
24 Q. And the same is also true for Exhibit I or
25 J?

1 A. I think this is J.
2 Thank you.
3 Q. Now, this artwork that you described in
4 Exhibit J, which you believe is also the artwork for the
5 billboard, it says that "A Pirate's Treasure Awaits You Only
6 at the Mirage and Golden Nugget." And the banner is
7 "Treasure Island."
8 Now, that artwork seems to indicate that the
9 Treasure Island slots were only available at the Mirage
10 Hotel and at the Golden Nugget Hotel?
11 A. That's correct.
12 The original billboard blitz just had "Only
13 at the Golden Nugget," or it just had "Golden Nugget
14 Treasure Island slots" up until the time that Mirage was
15 opened. And then they changed the artwork to include Mirage
16 and Golden Nugget because the games were at both
17 locations.
18 Q. So does this billboard, Exhibit J, seem
19 somewhat inconsistent with your prior testimony that there
20 might have been Treasure Island slots located at the Golden
21 Nugget in Las Vegas, or would that be consistent with this
22 Exhibit J message?
23 A. I'm sorry. You confused me.
24 You're going to have to repeat that.
25 Q. All right.

1 Exhibit J does say that the Treasure Island
2 slots are only available at the Golden Nugget. And it
3 doesn't refer to Golden Nugget Las Vegas or Golden Nugget
4 Laughlin. And I wonder if there was any distinction there?
5 A. No. There is no distinction.
6 Q. All right.
7 So it's your recollection that when this
8 billboard was placed that the slot machines would have been
9 available at the Golden Nugget and that would include
10 Laughlin and Las Vegas?
11 A. As I recall, Andrew's games were placed at
12 the Golden Nugget Laughlin, too.
13 Q. Okay.
14 We haven't yet talked on the record about the
15 Golden Nugget in Laughlin.
16 Can you just generally describe the Golden
17 Nugget? Is that a property you're familiar with?
18 A. Barely.
19 Q. All right. We will leave that for another
20 witness.
21 Where were you in your career when the
22 Treasure Island Hotel opened?
23 A. I was director of slots at the Golden
24 Nugget.
25 Q. So we know from the records that the Treasure

1 Island opened in October 1993.
2 A. That's correct. Twelve years ago.
3 So at the time I was director of Golden
4 Nugget, and I oversaw both the slot operation and slot
5 marketing.
6 Andrew Pascal at the time was the slot
7 marketing manager at the Mirage. And Ken Lathrup was the
8 slot operations manager at the Mirage.
9 When Treasure Island opened up, Andrew Pascal
10 became director of slots at the Mirage and he oversaw both
11 slot operations and slot marketing.
12 Ken Lathrup opened up Treasure Island and
13 oversaw both slot operations and slot marketing as the
14 director of slots at Treasure Island.
15 MR. COSTELLO: I'm going to hand you what's marked
16 as Exhibit K.
17 Counsel, this is TIC 1121.
18 (Exhibit K was marked for identification,
19 and is attached hereto.)
20 BY MR. COSTELLO:
21 Q. I'll ask you if you can identify generally
22 what that document is?
23 A. It's another purchase requisition, only now
24 instead of having the Golden Nugget logo, it has the Golden
25 Nugget logo, the Mirage logo and Treasure Island logo.

1 Again, although there's three separate
2 purchasing departments, we used our synergies between the
3 purchasing departments to use our purchasing power to
4 decrease our costs of goods.
5 This particular one is of the Treasure Island
6 slot tournament menu. During a slot tournament we would run
7 an awards banquet. And we would have just little menus that
8 we would stick in front of you when the customer would sit
9 down to eat. And that's what this is.
10 It's just a purchase req. for those little
11 menus.
12 Q. So Exhibit I and Exhibit K, would they be
13 consistent with a slot tournament at the Mirage Hotel for
14 Treasure Island slots?
15 A. That's correct.
16 Q. And the dates on the documents are May of
17 1993 and April of 1993 respectively?
18 A. That is correct.
19 Q. Do you have any recollection of when the slot
20 tournament for Treasure Island slots was held at the Mirage
21 Hotel?
22 A. No, I don't. Although these documents are
23 kind of pinpointing to -- these documents would have been
24 created prior to the slot tournament to get the materials
25 ready for the slot tournament.

1 So it would be sometime after the delivery
2 date which is June 11th of '93. It would probably be, you
3 know, probably late June that it occurred.
4 Typically, they were pretty good about
5 getting stuff, you know, right around the time it was done.
6 In fact, here it says "Treasure Island Slot Tournament
7 6/20/93." That's probably when it was ran.
8 Hailey Fish was the special events manager at
9 the Mirage at the time. And Stephanie, she was her
10 assistant.
11 Q. Can you describe for us the marketing and
12 advertising efforts that might precede a slot tournament?
13 A. Sure.
14 The thing that we would do with slot
15 tournaments is, we have a very large database that has been
16 created through our slot club. So we would create -- we
17 would brainstorm.
18 And on the events, when we were going to
19 place the events, we would typically do that in the fourth
20 quarter of the prior year. We would figure out when we were
21 going to place those events, on what weekends. So we would
22 block rooms. We would also block convention space.
23 Q. By blocking rooms and blocking convention
24 space, what do you mean?
25 A. We would hold a convention room on a specific

1 date so that nobody else could book it so that the
2 convention and sales group could sell it.
3 We would also hold a certain number of rooms
4 from the hotel department, so they didn't give it to either
5 the wholesalers or they would sell it through the
6 transience.
7 That's what I mean by "blocking."
8 And we would also communicate to our
9 customers at the beginning of the year all of the events
10 that we are going to do throughout the year. Because we had
11 already pre-themed those.
12 And then, typically, six weeks to eight weeks
13 out, we would send a specific customer subset that was in
14 that database an invite for that slot tournament.
15 And then there was also typically on-property
16 duratrans that would usually would be located around the
17 slot club or at the slot club that would be promoting the
18 upcoming events.
19 Q. Anything else? Was there any billboards or
20 those kinds of other media used?
21 A. No. Not for a slot tournament.
22 There wouldn't be billboards. We didn't
23 target locals for slot tournaments. Although we would
24 target slot machines for locals, but not specifically slot
25 tournaments.

1 Q. Why?
2 A. Because we wanted to fill the rooms. It
3 would be very expensive to put up a billboard for a slot
4 tournament. Because we were only going to let a few
5 higher-end locals into that slot tournament in the first
6 place. Because they come anyway to the casino to play.
7 We wanted to drive additional play into the
8 casino by using the slot tournament, going after people that
9 would stay in the hotel.
10 Q. So people from outside of Nevada, outside of
11 Las Vegas?
12 A. That's correct. Outside of Las Vegas.
13 MR. COSTELLO: Let me show you what is marked as
14 Exhibit L which consists of five pages, TIC 1168, 1170,
15 1172, 1167 and 1169.
16 (Exhibit L was marked for identification,
17 and is attached hereto.)
18 MR. COSTELLO: Do you have all of those, Counsel?
19 MR. HAUGEN: Yes.
20 BY MR. COSTELLO:
21 Q. I'll ask you to look at those five pages of
22 documents.
23 MR. HAUGEN: Is it L?
24 MR. COSTELLO: It is L.
25 ////

BY MR. COSTELLO:

Q. Have you had an opportunity to look at Exhibit L?

A. Yes.

Q. What is Exhibit L generally?

A. This looks like advertising that would have been used to communicate to our customers that we had all of these custom games.

Q. And by "these custom games," to what games are you referring?

A. Treasure Island, Nickelodeon, Grand Prix, the themes that I mentioned previously.

Q. So Exhibit L, did you describe it as billboards or --

A. You know, I don't recall these specifically. But this could have been billboards. It could have been concepts used or not used.

Again, I don't recall. I don't know. It could have been advertising and magazines. This could have -- it could have also hit the Mirage marquis. It could have been used several places. But this looks like concepts that were advertising concepts.

Q. Okay.

And just while maybe you may be able to identify Exhibit L as a billboard or a poster, what is the

1 concept that is attempting to be conveyed here by the
2 messages on Exhibit L?
3 A. Well, again, the concept is that we had
4 unique slot machines that nobody else could get because they
5 were trademarked.
6 But we created them. And we had deals with
7 the manufacturers that they wouldn't sell them to anybody
8 else. And that was a unique feature of our properties that
9 would drive business.
10 Q. It drove the business of --
11 A. Well, they were specific brands and specific
12 marketing that was created for these slot machines. Each
13 was a unique brand and they drove business, slot business to
14 the properties.
15 MR. COSTELLO: I'm going to hand you what is marked
16 as Exhibit M.
17 Counsel, this is TIC 1198.
18 (Exhibit M was marked for identification, and
19 is attached hereto.)
20 BY MR. COSTELLO:
21 Q. I'll ask you if you can identify that
22 document, please?
23 A. It looks like artwork for a slot cup. We
24 call them slot wraps because it actually creates the artwork
25 and it wraps around the slot cup.

Q. This artwork would have been placed on the slot cups that you identified earlier, the slot cups that are in each of the casinos near the slot banks?

A. That's correct.

And this is actually showing those custom themes that we had at the floor at the time -- Grand Prix, Neptune's Treasure, Nickelodeon, Treasure Island. And we also had $100 slot machines.

Q. Does this logo for the Mirage on Exhibit M indicate that it was a slot cup for the Mirage Hotel?

A. That's correct.

Q. Now, would each of these logos be contained on the same slot cup?

A. Yes.

Now, between the different properties, mine was a little bit different, as I recall. It had "Golden Nugget" on the center of the panel. And then at the bottom of the cup in a band, it had all of the custom games which would have been Treasure Island, Nickelodeon, Grand Prix, Neptune's Treasure.

Q. So each property would have a slot cup somewhat distinctive for the property, but it would carry the brand names in this particular case for the slot machines for both properties --

A. That's correct.

Q. -- that were located at both properties?

A. That's correct.

MR. COSTELLO: I'll hand you the next exhibit which I'll mark as Exhibit N.

Counsel, there is no TIC number on this. But this is the article from Fortune Magazine.

For the record, the tag bearing Exhibit N for identification is on the back of that document.

(Exhibit N was marked for identification, and is attached hereto.)

BY MR. COSTELLO:

Q. What is Exhibit N?

A. This looks like a copy of the Fortune Magazine that was put out. This is a real big deal for our company.

Q. What do you mean, "This is a real big deal for the company"?

A. Well, it was a major accomplishment.

Q. What was a major accomplishment?

A. To become Fortune Magazine's -- one of America's most admired companies. And they ranked us at number to.

Q. Who is "us"?

A. Mirage Resorts.

Q. And at the time of this article, what

1 properties did Mirage Resorts own?
2 A. I don't know if that would be specific in
3 here.
4 Q. Did the Mirage Resorts, at the time of the
5 article, own the Golden Nugget?
6 A. I believe, if I recall correctly, it was the
7 Golden Nugget was under Mirage Resorts. Golden Nugget --
8 Let me start over.
9 Golden Nugget Las Vegas, Golden Nugget
10 Laughlin, Mirage and Treasure Island were the properties
11 that were under Mirage Resorts at the time.
12 Q. At the time of this Fortune Magazine
13 article?
14 A. I believe so.
15 Q. You said it was a big deal. What do you
16 mean?
17 A. It's a major accomplishment to become one of
18 America's most admired companies. And to become Number 2 is
19 pretty prestigious. And we kind of had some bragging rights
20 there, especially for there to be a gaming company in there.
21 We were heads beyond any company in the
22 marketplace. And at the time we really celebrated that.
23 And we had major meetings with the employees,
24 the presidents of each property at the time, and
25 congratulated all of the employees. Because it's all about

1 the employees that got us to where we were.
2 Q. And I believe the records will show that that
3 article was in 1996.
4 MS. BURRELL: I think it says 1997.
5 MR. COSTELLO: It does say 1997. You're right.
6 March 3rd, 1997.
7 So the record will reflect this is a poor
8 copy.
9 BY MR. COSTELLO:
10 Q. So as of March 3rd, 1997, was the Treasure
11 Island-branded slot machine still on the floor at the Golden
12 Nugget?
13 A. I believe they were. Because I did not
14 remove the last bank. And I left there in --
15 Q. In August of 1998?
16 A. Let me just verify that. That's correct.
17 Q. So on March 31st, 1997, at the time of the
18 Fortune article which ranked the Mirage Resorts Properties
19 as Number 2, the Treasure Island-branded slot machines were
20 still at the Golden Nugget Hotel?
21 A. That's correct.
22 Q. And the Treasure Island-branded slot machines
23 were still on the property at the Mirage Hotel?
24 A. That I cannot verify.
25 Q. Okay.

1 Did you ever want to take Treasure Island
2 slot machines or the Treasure Island brand of slot machines
3 out of the Golden Nugget Hotel?
4 A. Every game, no matter how popular it is, has
5 a life cycle.
6 As you introduce the game, the game starts to
7 build momentum after the game has been on the floor awhile,
8 of course. So it hits its peak just like any other product.
9 Yes. We started reducing the number of
10 Treasure Island slot machines. And then eventually they
11 were removed from the floor. And every game goes through
12 that life cycle.
13 Q. Did there ever come a time that you wanted to
14 remove the Treasure Island slot machine?
15 A. Yeah. Probably right around, you know -- I
16 don't recall. But yeah. The game had been through its life
17 cycle. And I wanted to -- I was reducing the number. And I
18 wanted to remove the games from the floor.
19 Q. And did you, in fact, remove the games?
20 A. No, I did not, in fact, remove the games.
21 Q. Why not? Why didn't you remove the game when
22 you wanted to?
23 A. I was told not to remove the game because
24 they were going to use that logo in the future. "They"
25 meaning the corporation was going to use that logo in the

1 future.

2 I do not recall who told me to do that. It

3 was highly likely that it was Andrew Pascal that told me not

4 to do that. And I recall that specifically. Because at the

5 time I had moved some Treasure Island slots up against the

6 wall of the buffet which was, I believe, row 531.

7 Q. At the Golden Nugget Hotel?

8 A. At the Golden Nugget Hotel in Las Vegas. And

9 I started -- how can I say this? There's different types of

10 slot machine configurations. One is buy-a-pay. Another is

11 a line game. Another is a multiplier game.

12 A line game is a game that has three lines

13 with symbols and you buy each one of the lines.

14 A multiplier has one line. And as you place

15 in more coin, the awards multiply up. So if a single bar is

16 worth 10 coins and you're playing one coin, it's worth 10

17 coins. If you're playing two coins, it's now worth 20

18 coins.

19 And then there's a game called a buy-a-pay,

20 where, actually, the additional coins that you put in,

21 you're buying symbols. So the first one you would buy bars.

22 The second coin you would buy 7s. The third coin you would

23 buy maybe the top price.

24 I moved the Treasure Island games off the

25 wall back one row because I wanted to put buy-a-pays on the

1 buffet wall because that's where the line would form.
2 Q. The buffet line you're talking about?
3 A. Where the buffet line would form to eat.
4 The reason I did that is because as people
5 would stand in front of the game, they would only play one
6 quarter at a time just to kill the time. And the game would
7 hold tighter. Because if they hit 7s with only one coin in,
8 they would get zero.
9 However, buy-a-pays are actually fairly
10 popular games. And when the line wasn't there, people would
11 actually sit at the game and play max coin. And you wanted
12 that person to get the full benefit of the hold percentage
13 of the game and have it played the way it really needs to be
14 played.
15 I would have, at the time, completely taken
16 Treasure Island slots off the floor. That was about the
17 time I was told to keep them on. Therefore, when I made
18 that move against the buffet wall, I moved them to the next
19 row over instead of taking them completely off the floor.
20 Q. And that was, as you testified, at the
21 direction of someone superior to you, and you believe it
22 might have been Andrew Pascal?
23 A. I don't know if Andrew is superior to me.
24 But he was a colleague of mine in the slot department.
25 Q. At the Mirage Hotel he was a colleague?

1 A. Yes. At the Mirage Hotel he was a colleague
2 of mine. And we would discuss all sorts of things, both
3 slot marketing items and slot operation items.
4 We would confer about games. We would confer
5 about game development. We discussed a lot of things
6 because they were sister properties. And we would share
7 performance numbers to try and maximize the corporation's
8 profitability.
9 Q. So there was basically, as I understand your
10 testimony, there was cooperation among the various hotels at
11 this time --
12 A. Absolutely.
13 Q. -- in order to maximize profits for Mirage
14 Resorts, Incorporated?
15 A. Absolutely.
16 Q. That cooperation included you working with
17 Andrew Pascal, even though he was at another property?
18 A. That's correct.
19 Q. I'd like to switch to an entire different
20 topic for now.
21 I know you went to the Treasure Island Hotel.
22 Please refresh my memory when you went to the Treasure
23 Island.
24 A. As president?
25 Q. Yes.

1 A. March of 2005.
2 Q. As president, have you had the opportunity to
3 look back historically at some of the performance
4 characteristics for your property?
5 A. Yes.
6 Q. I want to focus a little bit on occupancy at
7 the Treasure Island Hotel.
8 How many rooms are at the Treasure Island
9 Hotel today?
10 A. There's 2,665 standard rooms and 220 suites.
11 Q. Has that number changed significantly since
12 1998?
13 A. No, not significantly.
14 Q. Are you familiar with the occupancy rates of
15 the hotel prior to your arrival in March of 2005?
16 A. Yes.
17 Q. Can you tell us generally what were the
18 occupancy percentages of the hotel during, say, the 1998
19 time frame?
20 A. Sure.
21 The Treasure Island would run at
22 approximately 96 percent occupied.
23 Q. So 96 percentage and you have almost 3,000
24 rooms, or 2,885 rooms?
25 A. That's correct.

1 Q. Even though you have 2,885 rooms, the
2 percentage doesn't tell us the number of people actually
3 staying in the room?
4 A. Typically, they are double occupancy. Can I
5 take a break?
6 Q. Certainly.
7 (Recess taken.)
8 MR. COSTELLO: Back on the record, please.
9 BY MR. COSTELLO:
10 Q. Mr. Mikulich, you identified there's
11 approximately 2,885 rooms in 1998.
12 I want to go back to, say, 1993.
13 Are you aware of the number of rooms that the
14 hotel had in 1993? So during the period 1993 to 1998, were
15 there always approximately 2,885 rooms?
16 A. There might have been. They converted a
17 couple of rooms -- took a couple rooms and made them suites,
18 but very close to that.
19 Q. And in your role as president of Treasure
20 Island now, have you had the opportunity to learn what the
21 occupancy rates would have been during that period '93 to
22 '98?
23 A. Very consistent through the life of the
24 property. Average year to date, 96 percent.
25 Q. 96 percent?

1 A. That's correct.
2 Q. Help us with the math here then just to get
3 something on the record.
4 So we have approximately 3,000 rooms, 2,885
5 rooms. How many room nights is that per year, 2,885
6 times --
7 A. Times 96 percent times 365 days.
8 Q. I wanted to make sure we got that on the
9 record.
10 Do you have an average cost of a room at the
11 Treasure Island Hotel today?
12 A. Yes, I do.
13 Q. Are you aware of those figures, the average
14 cost per room historically?
15 A. Approximately.
16 Q. So again, I'm focusing on the period 1993 at
17 the time the hotel opened until 1998. Maybe that's too
18 large a period of time to give me an average cost. Is it?
19 A. What? Can I give it now?
20 Q. Yeah.
21 A. Yeah. You want me to?
22 Q. Sure. If I can.
23 A. The average would probably be $105.
24 Q. Have you had the opportunity to determine
25 what an average guest spends on a trip when they spend time

at the Treasure Island Hotel, in other words, just at the Treasure Island?

Is that a figure that is used in your industry, or there might be a more artful way to characterize it?

A. Yeah. That's a lot tougher question. There's different demographics that sit inside your hotel.

Q. I don't want to get into a lot of details about this issue. I thought there might be some shorthand way of identifying what an average guest might spend.

How long does an average guest stay at the Treasure Island?

A. I believe it's approximately three days.

Q. Is that number historically accurate as well?

A. Yes.

Q. So from, say, 1993, at the time the hotel opened, until 1998, would the average guest spend approximately three days?

A. Yeah. Just a little less than that.

Q. And again, without bringing out too finely this point, would there be an average amount of money spent by a guest during those three days that they stayed at the hotel?

A. Yes.

Q. Can you give us an estimate of what that might be? I don't want you to speculate or guess.

A. No. Not off the top of my head. I couldn't at this time. I'm sorry.

Q. Now, you mentioned during your testimony that some billboards, which you recall being located around town, would have been on Highway 95.

How about on what we know as the I-15?

A. Yes.

Q. Are there billboards along that?

A. Yeah. That's the other place they were located.

Q. And primarily, where do customers come from if they are coming towards Las Vegas on Highway I-15?

A. They are coming from California.

Q. And on that route would there have been billboards placed such as the ones we identified here?

A. That's correct.

Q. Are there also billboards placed at the area around the airport, McCarran Airport here in Las Vegas?

A. That's correct. As you're leaving the airport, there's billboards both on your left- and right-hand sides.

Traditionally, there have always been billboards, even after the expansion of --

1 Q. Treasure Island?
2 A. No. The expansion of McCarran has expanded
3 over the years. But the way to get out has sort of changed
4 over the years.
5 But there's always been billboards on the way
6 out as you're approaching the city leaving McCarran into the
7 city, whether you're coming by taxi or by rental car.
8 Q. Just so I understand your testimony, there
9 are billboards located in a position close to McCarran
10 Airport such that a visitor arriving at McCarran Airport
11 going towards the downtown area or the Las Vegas strip area
12 would see that billboard during their travel?
13 A. That's correct.
14 Q. Do you know, or in your industry, do you have
15 a sense of how many visitors come through the McCarran
16 Airport area each year?
17 A. Departure both coming and going, 40 million,
18 and that includes kind of the local base that are going to
19 destinations. So that's not per se visitors to Las Vegas.
20 That's a much more difficult number to
21 ascertain.
22 Q. And in your business in the hotel and casino
23 industry in Las Vegas, do you have a sense of how many
24 individuals traveled from California to Las Vegas along the
25 I-15 corridor that you've identified?

A. Well, I believe the statistics are 37 million visitors to Las Vegas in '04. And 10 million of those came from California in a car.

Q. Along the I-15?

A. Along the I-15.

MR. COSTELLO: All right, Mr. Mikulich. Thank you. I have no further questions. Counsel.

MR. HAUGEN: I have a few questions.

EXAMINATION

BY MR. HAUGEN:

Q. You mentioned -- and I just want to make sure that the math is right. You talked about three different areas of slot machines with the Treasure Island glass that we looked at in Exhibits A through D, I believe, being located at the Golden Nugget?

A. Uh-huh.

MR. COSTELLO: "Yes"?

THE WITNESS: Yes.

BY MR. HAUGEN:

Q. And I believe you said that against one wall were 14?

A. Yeah. Approximately. That's the wall with the video poker slot machines.

Q. And then another one had 12 to 14 games

located --

MR. COSTELLO: Counsel, just for the record, you characterized it as A through D. It would actually be A through F.

BY MR. HAUGEN:

Q. Twelve through 14 in the second area?

A. That's approximately how many were there.

Q. And then approximately 10 to 12?

A. Up by the buffet.

Q. Okay.

And the only reason I ask that is, earlier you mentioned there were approximately 50 machines there?

A. Yeah.

And the reason I say that is because if you recall, I had mentioned the Thunderbolt games that we talked about. We placed additional Treasure Island slot machines on carousel 3 that were dollar machines. And I believe there was probably 19 games on that carousel.

So at any one point there was approximately as many as 50 Treasure Island games on the floor.

Q. And we sort of referred to them in various ways. The first generation that included the slot machines known as Treasure Island --

A. Uh-huh.

Q. -- Nickelodeon, Thunderbolt.

A. (Witness nods head up and down.)

Q. What were the other ones?

A. The different themes that Andrew created at the time when I first got there that were already on the floor were Treasure Island slots, Nickelodeon slots, Grand Prix of Slots, Zodiac Wheel of Fortune, then Thunderbolt, and one was called a 4Way Progressive which ended up later being named Quadruple, and the World's Largest Jackpot which was a $5 million jackpot video five-reel game.

I believe those were all the original ones that were there prior to my arrival.

Q. And did those games also have banks within the casino, so to speak?

A. Yes.

Q. Other than the one that was discussed in a bit of detail in Thunderbolt, were they all pretty popular?

A. Oh, yes. Some of them were extremely popular, but limited in the number of games.

As an example, I think Grand Prix only had two banks. Nickelodeon had two banks. The World's Largest Jackpot only had five games on it. Quadruple had three different locations.

One of the best games he ever did -- and he did after I got there -- was called Neptune's Treasure.

1 However, we only had 12 of those games.
2 So, again, you know, it's about maximizing
3 revenues within specific location of the floor and how you
4 set it up, merchandise it, brand it and market it.
5 Q. Okay.
6 I think you indicated that slot tournaments
7 were meant to promote a given slot machine?
8 A. Well, no.
9 What we would do is, slot tournaments were
10 meant to create additional trips into the property from our
11 database.
12 But what we would do is, we would theme it
13 based off -- sometimes we would theme it based off a slot
14 machine that we already had on the floor to give that slot
15 machine more exposure to the customer base.
16 Q. Oh, okay.
17 A. So not all slot tournaments were themed after
18 slot machines. However, a lot of them were. And, in fact,
19 later on one brand was so popular called Flaming 7's that we
20 just kept it that way in the slot tournament games.
21 Brand is very important.
22 Q. With regard to this first generation of the
23 Pascal themes we have been talking about, did any of those
24 ever become the subject of slot tournaments?
25 A. Yeah. Neptune's Treasure was one. Grand

1 Prix was another one. Not specifically the first
2 generation, but thereafter, Neptune's Treasure was another
3 one that came immediately after that that we did.
4 He did one called Countdown to Cash that was
5 one. There was several of them.
6 Q. Would those be all at the Mirage and at the
7 Golden Nugget?
8 A. Yeah. Different ones were held at different
9 properties.
10 Q. Were billboards and the like built or
11 constructed and put into place with regard to some of these
12 other first-generation machines that we have been talking
13 about?
14 A. Yes. I recall there being billboards for
15 Treasure Island slots, Nickelodeon slots, Grand Prix of
16 Slots and Zodiac slots. I recall all of those billboards.
17 Q. So it sounds like it was quite a successful
18 program.
19 And all of those various slot machines were
20 helping to increase your customer base; is that true.
21 A. To drive slot revenue, absolutely.
22 Q. Okay.
23 And by "all," I'm talking about, perhaps,
24 with the exception of Thunderbolt, all of those
25 first-generation machines were achieving that?

1 A. Yes.
2 Q. Okay.
3 And when did Treasure Island Hotel/Casino
4 open up?
5 A. October '93, I believe.
6 Q. October of 1993?
7 A. Correct.
8 Q. And do you know, did they begin offering
9 casino services on the first day that they opened up?
10 MR. COSTELLO: Objection. Lack of foundation.
11 THE WITNESS: You need to explain.
12 You mean, were there slot machines available
13 for play on the first day they opened up?
14 BY MR. HAUGEN:
15 Q. That's right.
16 A. As I recall, yeah.
17 Q. So the first day that the Treasure Island
18 Casino opened up was the first day that they were operating
19 those casino services under that designation, correct?
20 MR. COSTELLO: I'm going to object to the form of
21 the question. It's vague.
22 BY MR. HAUGEN:
23 Q. Do you understand what I mean?
24 A. Actually, no.
25 Q. When were the casino services first offered

1 under the designation "Treasure Island"?

2 MR. COSTELLO: I object to the question. Because

3 it's vague as to the term "casino services."

4 If you could be more specific.

5 BY MR. HAUGEN:

6 Q. When were you aware of casino services?

7 MR. COSTELLO: Again, object to the extent that it's

8 vague.

9 BY MR. HAUGEN:

10 Q. Okay.

11 When was gambling available to the public

12 under the establishment or the designation "Treasure

13 Island"?

14 A. I don't believe that I attended the opening

15 day of Treasure Island, so I can't verify exactly. But it's

16 highly likely that the day the doors opened to the public,

17 there was gambling offered to the public.

18 Q. Thank you.

19 Can you look at exhibit -- let me see --

20 Exhibit M.

21 I don't know if we established it. But is

22 this artwork? I just want a clarification.

23 Is this artwork, or was this something that

24 was ever actually used?

25 A. I cannot verify whether it was actually used.

This looks to be artwork for a slot cup for Mirage.

Q. Okay.

A. And this is typically what it would look like. We would change our artwork on our cups every, I'd say, maybe two years because we would buy them in mass quantities.

And as we created new games or as games would fall off, we would add them and delete them to the slot cup.

But, again, this looks to be a Mirage slot cup artwork. Again, we call it a wrap because the artwork would wrap around the cup.

Q. And this is referring to slot machine games?

A. Yes. These are logos actually for the slot machine games.

Q. Again, just for clarification, looking at Exhibit L, are you aware of whether or not these items were ever actually used?

A. No. I don't recall that.

MR. HAUGEN: That's all of my questions.

MR. COSTELLO: Just one a follow-up.

FURTHER EXAMINATION

BY MR. COSTELLO:

Q. A question by counsel was, I believe,

1 something like the following: When was the first time that
2 gambling services were ever offered under the name "Treasure
3 Island?"
4 It wasn't clear to me whether he was
5 referring to the property or whether the mark "Treasure
6 Island."
7 But when was the first time that gambling
8 was ever offered under this mark "Treasure Island"?
9 A. Prior to my tenure at the Golden Nugget. I
10 got there in May of 1989. And the "Treasure Island" mark
11 was used prior to that. The games were already on the
12 floor.
13 MR. COSTELLO: All right.
14 THE WITNESS: I thought counsel was referring to the
15 property itself. Because when you said "doors," I thought
16 he was referring to the property.
17 MR. COSTELLO: I just wanted to clear that up. All
18 right.
19 Thank you. Nothing further.
20
21 FURTHER EXAMINATION
22 BY MR. HAUGEN:
23 Q. We are talking about physical objects, slot
24 machines with regard to these items, right?
25 A. Okay.

Q. Is that correct?

A. I don't know. Are you asking me that?

Q. Yes. This belly glass, that's used in connection with physical items?

A. Yes.

Q. And a slot bank, that's promoting physical items, correct?

MR. COSTELLO: Well, I object to the form of the question as vague, Counsel. That really mischaracterizes his testimony on a lot of issues.

BY MR. HAUGEN:

Q. Slot machines, correct?

MR. COSTELLO: Again, to the extent it mischaracterizes his testimony on a lot of issues regarding the use of a mark.

But if you understand the question, you may answer.

THE WITNESS: Again, no. I don't understand your question.

BY MR. HAUGEN:

Q. At the Golden Nugget, for example, those photographs that we looked at and the like, that's the mark being used in connection with the slot machines, correct?

MR. COSTELLO: Do you have a particular exhibit, Counsel, you're referring to?

1 MR. HAUGEN: Sure. Exhibit E.
2 MR. COSTELLO: And what's the question, Counsel?
3 BY MR. HAUGEN:
4 Q. Do you see the designation "Treasure Island"
5 there?
6 A. Yes, I do.
7 Q. And what is that designation being used
8 for?
9 A. It is a brand that we used on slot machines
10 at the Golden Nugget.
11 MR. HAUGEN: That's all I've got.
12
13 FURTHER EXAMINATION
14 BY MR. COSTELLO:
15 Q. In addition to the brand on the slot machines
16 in Exhibit E, there's also another sign above the slot
17 machine bank that you've testified to in Exhibit E,
18 correct?
19 A. Yes.
20 Q. And that sign bears the logo "Treasure
21 Island"?
22 A. That's correct.
23 That is used for merchandising, advertising.
24 MR. COSTELLO: Thank you.
25 Move to admit the Exhibits A through N.

1 MR. HAUGEN: Again, as always, no objection at all,
2 other than -- well, I don't believe I objected to any of
3 them during the course of the deposition.
4 So I have no objection.
5
6 (Deposition adjourned at 3:51 p.m.)
7 * * * *
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CERTIFICATE OF DEPONENT

PAGE	LINE	CHANGE
49	24	hold %
67	5	to
67	6	transients
72	22	two

I, Thomas O. Mikulich, deponent herein, do hereby certify and declare the within and foregoing transcription to be my deposition in said action taken on Wednesday, November 15, 2005; that I have read, corrected, and do hereby affix my signature to said deposition.

THOMAS O. MIKULICH
DEPONENT

Subscribed and sworn to before me this 7th day of December, 2005.

CINDY L. CANNELLA
Notary Public State of Nevada
No. 96-6121 1
My appt. exp. Feb. 1 2009

Cindy L. Cannella
NOTARY PUBLIC

1

2 REPORTER'S CERTIFICATE

3

4 STATE OF NEVADA)
) ss.
5 COUNTY OF CLARK)

6

7 I, Robin A. Ravize, a duly commissioned Notary Public, Clark County, State of Nevada, do hereby certify:

8

9 That I reported the taking of the deposition of Thomas O. Mikulich on Wednesday, November 16, 2005, commencing at the hour of 1:21 p.m.;

10

11 That prior to being examined, the witness was by me duly sworn to testify to the truth, the whole truth, and nothing but the truth;

12

13 That I thereafter transcribed my said shorthand notes into typewriting and that the typewritten transcription of said deposition is a complete, true, and

14 accurate transcription of my said shorthand notes taken down at said time.

15

16 I further certify that I am not a relative or employee of an attorney or counsel involved in said action, nor a person financially interested in said action.

17

18 IN WITNESS WHEREOF, I have hereunto set my hand in my office in the County of Clark, State of Nevada, this 21st day of November, 2005.

19

20

21 Robin A. Ravize

22 ROBIN A. RAVIZE, CCR No. 753

23

24

25

Concordance Report
- - -
Unique Words: **1,307**
Total Occurrences: **6,430**
Noise Words: **384**
Total Words In File: **17,604**
- - -
Single File Concordance
- - -
Case Insensitive
- - -
Noise Word List(s): **NOISE.NOI**
- - -
Cover Pages = **4**
- - -
Includes **ALL** Text Occurrences
- - -
Dates **ON**
- - -
Includes Pure Numbers
- - -
Possessive Forms **ON**

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Mikulich - Treasure Island Exhibit A

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

Mikulich - Treasure Island Exhibit B

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

Mikulich - Treasure Island Exhibit 6

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

OLD

TIC 0767

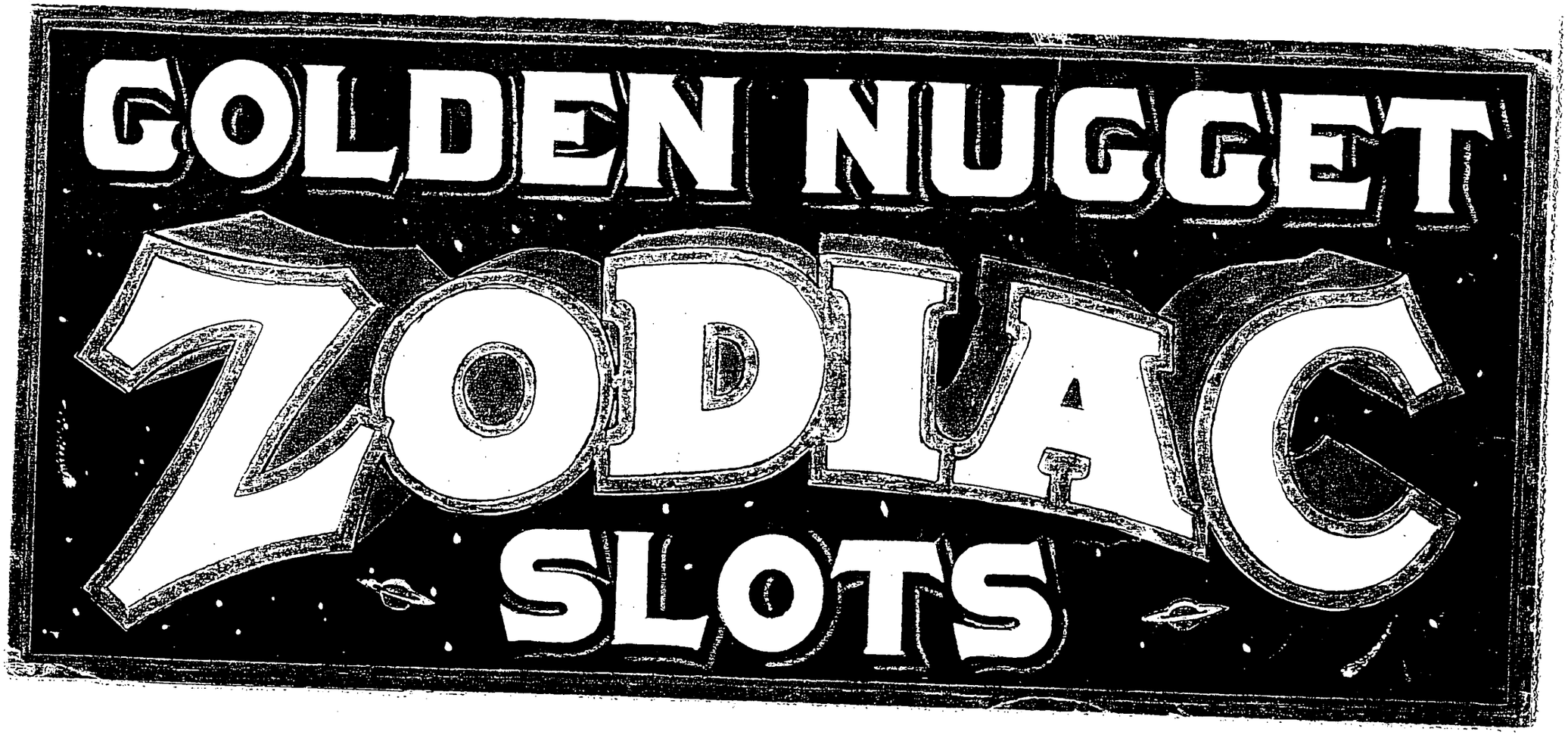
Mikulich - Treasure Island Exhibit H

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

TIC

TIC 0



TIC 0770

TIC 0772

48995

☐ GOODS
☐ SERVICES
☒ GOODS AND SERVICES

GOLDEN NUGGET

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

PURCHASE REQUISITION

CHARGE TO	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ	DATE	NUMBER
	Slot Marketing	M-4771						4/1/93	4310

RECOMMENDED SUPPLIERS

1 Graphics West
Creative Graphics
2 Bonanza

DELIVERY REQUESTED 4/15/93 RUSH

FOR PURCHASING DEPARTMENT USE

PURCHASE ORDER NUMBER

SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
5M	ea	TREASURE ISLAND SLOT TOURNAMENT INVITE		
5M	ea	ENVELOPES		
		*See spec sheet for additional information		

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED ☐ YES ☐ NO

ESTIMATED COST

REASON FOR PURCHASE:

SHIP TO: The Mirage
Care of Stephanie Ishii
Special Events

SHIP VIA

REQUESTED BY Ken Hofbauer 53991

APPROVED D Young 40180

APPROVED

APPROVED

TIC 1191

Mikulich - Treasure Island Exhibit 5

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

No color gua

PURCHAS
REQUISITI

#4439

☐ GOODS
☐ SERVICES
☒ GOODS AND SERVICES

GOLDEN NUGGET

TREASURE ISLAN

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

77412

PO NUMBER

SHADED AREAS FOR PURCHASING USE ONLY	BUDGETED ☐ YES ☐ NO	CHARGE TO →	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B	TERMS	BYR/TYP	TAX	DATE	DEL DATE
			Slot Mktg.	M-4771					5/27/93	6/11/93

ECOMMENDED SUPPLIERS

SUPPLIER

VENDOR				
CONTACT				
DATE				
F.O.B.				
TERMS				

ELIVERY
EQUESTED 6/11/93

QUANTITY	UNIT	DESCRIPTION	UNIT COST	PRICE	UNIT COST	PRICE	UNIT COST	PRICE	UNIT COST	PRICE
20	ea	TREASURE ISLAND SLOT TOURNAMENT MENU								
		Size: 5" X 7"								
		Paper: Hopper Cardigan, 60lb Cover Camel								
		Printing: Two PMS colors plus black.								
		Prints one side, full bleed								
		ESTIMATED COST								

TIC 1211

HIP
O The Mirage

ARE
F Haley Fish
Special Events

HIP VIA

REASON FOR PURCHASE Treasure Slot Tournament 6/20/93

REQUESTED BY Ken HofBAUER 53991

APPROVED D Young 40180

APPROVED

APPROVED

-01

PURCHASING

Slots As Unique As The Hotels Themselves.

The Mirage & The Golden Nugget.

The Most Unique Slots In The Known Universe.

The Mirage & The Golden Nugget.

Mikulich - Treasure Island Exhibit L

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

TIC 1168

The Most Unique Slots In The Galaxy.

The Mirage & The Golden Nugget.

TIC 1170

The Most Unique Slots In The Known Universe.

The Mirage & The Golden Nugget.

Slots At The Mirage & The Golden Nugget.
The Most Unique Way In Town To Lose Your Money.

(Joke)

TIC 1172

No One Offers Slots Like We Do.
Then again, No One Offers Anything Like We Do.

The Mirage & The Golden Nugget

For One Of A Kind Slots, Stop Here.
For Run Of The Mill Slots, Keep Going.

GN Logo - or Mirage Logo.

TIC 1167

Our Slots Are One Of A Kind.
But Then Again, So Are Our Hotels.

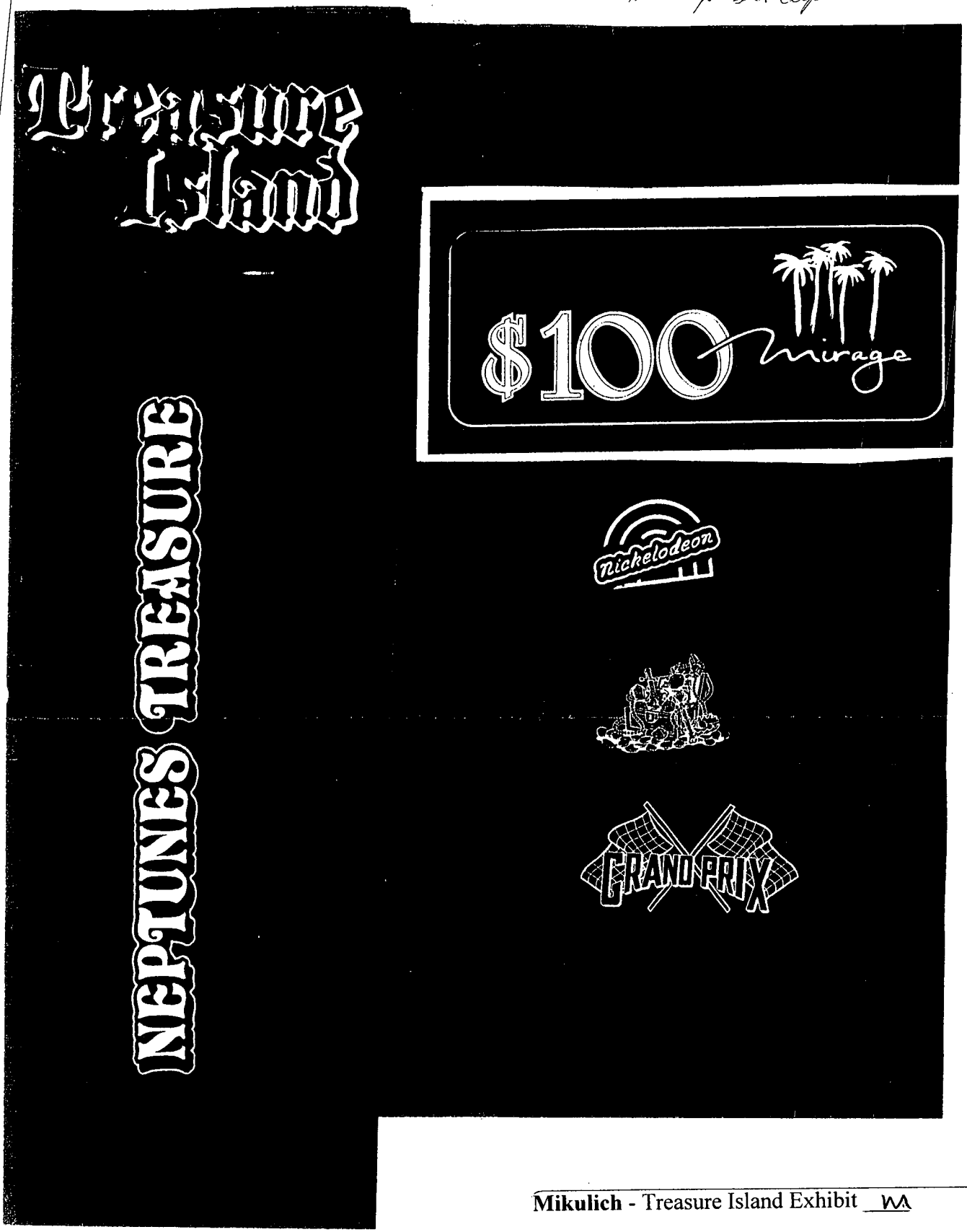
The Mirage & The Golden Nugget.

You Can't Play Our Slots Anywhere Else.
But Then, Why Would You Want To?

The Mirage & The Golden Nugget.

TIC 1169

Film for Slot Cup



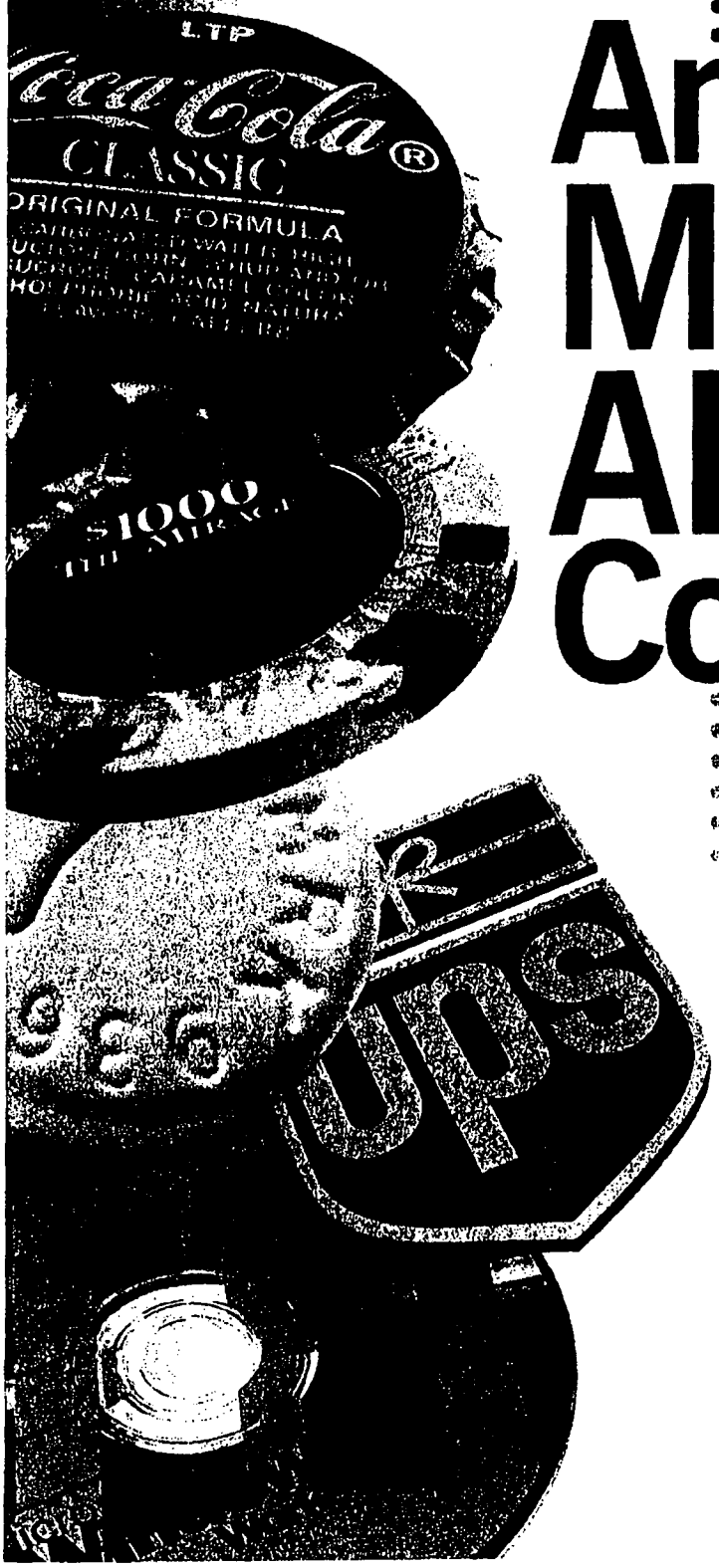
Mikulich - Treasure Island Exhibit MA

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

Steve Jobs's Secret Plan to Take Back Apple

FORTUNE



America's MOST ADMIRED Companies

Masters of Innovation

1. Coca-Cola
2. Mirage Resorts
3. Merck
4. United Parcel Service
5. Microsoft
6. Johnson & Johnson
7. Intel
8. Pfizer
9. Procter & Gamble
10. Berkshire Hathaway

Coca-Cola repeats this year as America's most admired company, garnering praise for its financial soundness, management quality, and investment value.

PHILIPPE HOUZE

THE MOST ADMIRED

RANK	1995	COMPANY	SCORE
1	1	**Coca-Cola** Beverages	8.87
2	7	**Mirage Resorts** Hotels, casinos, resorts	8.44
3	6	**Merck** Pharmaceuticals	8.34
4	25	**United Parcel Service** Mail, pkg. & freight delivery	8.31
5	7	**Microsoft** Computer & data services	8.29
6	4	**Johnson & Johnson** Pharmaceuticals	8.27
7	5	**Intel** Electronics	8.27
8	12	**Pfizer** Pharmaceuticals	8.23
9	2	**Procter & Gamble** Soaps, cosmetics	8.18
10	17	**Berkshire Hathaway** Diversified financial	8.18

THE LEAST ADMIRED

RANK	1995	COMPANY	SCORE
431	417	**TWA** Airlines	3.42
430	408	**Standard Commercial** Tobacco	3.76
429	415	**Kmart** General merchandise	3.82
428	•	**Canandaigua Wine** Beverages	4.03
427	416	**Morrison Knudsen** Engineering, construction	4.05
426	401	**Flagstar** Food services	4.07
425	414	**USAir Group** Airlines	4.13
424	399	**Beverly Enterprises** Health care	4.31
423	411	**Amerco** Trucking	4.44
422	407	**Cal Fed Bancorp** Savings institutions	4.44

Early in 1996, TWA was on the mend. Then came the crash of Flight 800 and a PR meltdown. It's TWA's second straight year as the least admired.

After a year defined by the slick image-making of presidential politics, it's refreshing to note that corporate reputations are built on firmer ground. Indeed, FORTUNE's 15th annual survey of corporate reputations shows once again that what elevates companies above their peers is a lot of honest hard work. In the preceding pages, we've described the major role of innovation in enhancing companies' standings. In addition, there emerge this year three other bedrock elements of success: the soundness of a company's financial structure, the caliber of its management, and its value to investors over the long term. Eight of the top ten companies in the survey excel in these key attributes of success (see box). And Coca-Cola, which repeats this year as America's most admired company, beat all comers in each.

This year's list, prepared by the research firm Clark Martire & Bartolomeo, brought some real surprises. Three new companies appeared in the top ten—United Parcel Service (No. 4), Pfizer (No. 8), and Berkshire Hathaway (No. 10). They joined perennial top performers like Merck (No. 3), Microsoft (No. 5), and Intel (No. 7). The basement featured four newcomers: Cal Fed Bancorp (No. 422); Beverly Enterprises (No. 424), a health care provider; Flagstar (No. 426), a food service firm; and Canandaigua Wine (No. 428). They accompany some repeat performers—Kmart (No. 429), Standard Commercial, a tobacco and wool concern, (No. 430), and Trans World Airlines (No. 431). TWA achieves the highly dubious distinction of being the least admired company for three straight years.

But what a year it was for repeat winner Coca-Cola. The Summer Olympics provided the Atlanta-based soft drink maker with a spectacular showcase for its ubiquitous global brand. Coke also scored points for its business prowess, articulated eloquently in its bold capture of a major PepsiCo bottler in South America. Chairman and CEO Roberto Goizueta says that a big part of what attracted the bottler to Coke was the enthusiasm, honesty, and quality of his work force. Says Goizueta: "Employees with integrity are the ones who build a company's reputation. Working for the Coca-Cola company is a calling. It's not a way to make a living. It's a religion." And amen to Coca-Cola's results: It earned $3.5 billion last year, a 17% increase over 1995. It also provided a whopping 43.3% total return to investors in 1996, 23 points higher than the S&P 500 index, and its ten-year performance delivered a platinum 29.8% average annual return.

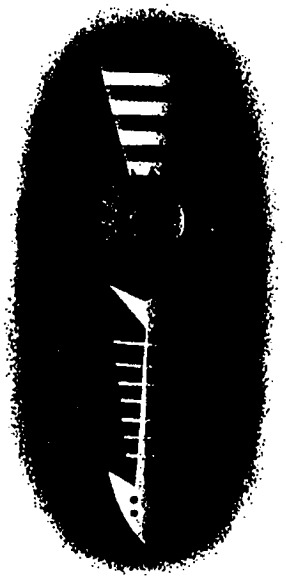
That kind of run buys a lot of admiration, but Intel's 1996 total return to investors of 131.2% deserves outright worship. Intriguingly, the Santa

ILLUSTRATIONS BY TERRY ALLEN

RAFAEL FUCHS

Continental Airlines Chairman and CEO Gordon Bethune has a lot to smile about. By vastly improving its service to customers, his company jetted up nearly 100 places on the list.

BIGGEST GAINERS AND LOSERS



BIGGEST GAINS OVER LAST YEAR

COMPANY	% CHANGE	SCORE
Continental Airlines	37.3%	5.86
PacifiCare Health Systems	27.0%	6.74
Oryx Energy	20.8%	6.31
Omnicom Group	15.0%	7.56
Salomon	22.4%	5.31
Herman Miller	13.9%	7.78
Freeport-McMoRan	14.5%	7.30
Morrison Knudsen	29.6%	4.05
Hilton Hotels	14.5%	6.94
Tyco International	13.5%	7.10

BIGGEST LOSSES OVER LAST YEAR

COMPANY	% CHANGE	SCORE
AT&T	–23.7%	5.61
Caliber System	–20.9%	5.21
Tenet Healthcare	–17.8%	5.81
Humana	–17.7%	5.09
Viacom	–15.1%	6.08
Arkansas Best	–18.3%	4.46
Apple Computer	–16.8%	4.87
Intl. Flavors & Fragrances	–12.2%	6.71
Warnaco Group	–14.1%	5.55
Consolidated Freightways	–14.1%	5.55

Clara, California, chipmaker drew higher praise for its innovation than for its financial performance—which says a lot about its engineers. Mirage Resorts, which got high marks for its ability to provide quality service, to attract good people, and to innovate, moved from No. 7 to No. 2. CEO Stephen Wynn's transformation of mundane hotels and casinos into sparkling gaming palaces has forever changed Las Vegas. For his efforts, Wynn's company was rewarded with the fourth-highest overall ranking in quality of management.

Another first-rate manager, Warren Buffett, drove Berkshire Hathaway, the holding company he runs, into the No. 10 spot. Berkshire's financial reputation scores remained even (read: excellent) with last year's. Likewise, Procter & Gamble, the Cincinnati-based household products maker, notched its highest score in the management column, apparently reflecting the exemplary job CEO John Pepper has done in cutting more than $3 billion in costs over the past five years.

As for those companies that took a hit to their reputations, let's start with Rubbermaid, the housewares giant that bestrode the No. 1 spot for two years before Coke's ascension in 1995. The Wooster, Ohio, company lost its decade-long residency in the top ten, falling to No. 22. Once heralded as a model of how to run a company, Rubbermaid this year saw its quality-of-management score drop by 12%. The company is still feeling the effects of a wrong turn it made a couple of years ago. Forced to raise prices after its cost of raw materials increased, it passed

on the hike to its customers and sparked a feud with its biggest buyer, Wal-Mart. Lower earnings resulted.

AT&T wishes it had Rubbermaid's problems. Appearing uncertain in the wild new frontier of deregulated telecom, Ma Bell free-fell from No. 45 to No. 351, posting this year's biggest loss in reputation. The company was inadvertently cast as the poster boy for corporate downsizing after it announced in late 1995 that it would lay off 40,000 employees. But analysts say AT&T's reputation was dealt a far harder blow when its second- and third-quarter operating profits failed to meet expectations. The performance underscored the company's sluggish response to competition from rival long-distance carriers and a host of smaller, new telecom companies, like phonecard providers. "It's like a guerrilla war in this market now," says Bear Stearns analyst William Deatherage, and AT&T isn't used to competing with nimble adversaries.

DAVID STRICK

Mirage Resorts combined strong management with splashy Vegas acts like magicians Siegfried and Roy to gain the No. 2 spot.

Another high-profile tumble was suffered by entertainment giant Viacom, which nose-dived from No. 63 to No. 290. Though it basked in the glory of two blockbuster movies produced by its Paramount unit—*Mission: Impossible* and *Star Trek: First Contact*—it experienced turmoil in the executive suite when Chairman Sumner Redstone jettisoned CEO Frank Biondi.

Moving to the resurrection department, it's plain to see that some companies seized on the opportunities a purring economy offered. Case in point: Continental Airlines, which won bragging rights as this year's comeback kid, climbing from No. 412—sixth worst—to No. 317. CEO Gordon Bethune's hands-on management approach and the airline's much improved quality of service were reflected in our survey, with 34% and 32% jumps in each category, respectively. But it didn't hurt

EIGHT KEY ATTRIBUTES OF REPUTATION

Coca-Cola dominated, finishing first in five of the eight key corporate attributes, including financial soundness and quality of product, and ranking second in two others.

INNOVATIVENESS

MOST ADMIRED	SCORE
Enron	9.01
Mirage Resorts	8.90
Intel	8.87
LEAST ADMIRED	**SCORE**
TWA	3.68
Kmart	3.79
Cal Fed Bancorp	3.81

ABILITY TO ATTRACT, DEVELOP, AND KEEP TALENTED PEOPLE

MOST ADMIRED	SCORE
Microsoft	9.05
Coca-Cola	8.81
Mirage Resorts	8.52
LEAST ADMIRED	**SCORE**
TWA	2.62
Morrison Knudsen	3.65
Standard Commercial	3.69

QUALITY OF MANAGEMENT

MOST ADMIRED	SCORE
Coca-Cola	9.30
Berkshire Hathaway	9.16
Microsoft	8.93
LEAST ADMIRED	**SCORE**
TWA	3.75
Canandaigua Wine	3.87
Archer Daniels Midland	3.92

QUALITY OF PRODUCTS OR SERVICES

MOST ADMIRED	SCORE
Coca-Cola	9.23
Mirage Resorts	9.15
Walt Disney	8.83
LEAST ADMIRED	**SCORE**
Kmart	4.04
Southern Pacific Rail	4.15
TWA	4.27

VALUE AS A LONG-TERM INVESTMENT

MOST ADMIRED	SCORE
Coca-Cola	9.11
Berkshire Hathaway	8.81
Microsoft	8.73
LEAST ADMIRED	**SCORE**
TWA	2.67
USAir Group	3.21
Apple Computer	3.22

FINANCIAL SOUNDNESS

MOST ADMIRED	SCORE
Coca-Cola	9.44
Microsoft	9.42
United Parcel Service	9.19
LEAST ADMIRED	**SCORE**
TWA	2.23
Kmart	2.85
Standard Commercial	2.98

COMMUNITY AND ENVIRONMENTAL RESPONSIBILITY

MOST ADMIRED	SCORE
Coca-Cola	8.35
Herman Miller	8.23
Corning	8.03
LEAST ADMIRED	**SCORE**
Standard Commercial	3.60
Archer Daniels Midland	3.92
Amerco	3.94

USE OF CORPORATE ASSETS

MOST ADMIRED	SCORE
Berkshire Hathaway	8.84
Coca-Cola	8.74
McDonald's	8.25
LEAST ADMIRED	**SCORE**
Morrison Knudsen	2.98
Standard Commercial	3.56
Kmart	3.59

WHAT THEY DID FOR SHAREHOLDERS

THE MOST ADMIRED

COMPANY	TOTAL RETURN TO INVESTORS COMPOUND ANNUAL RATE 1986–96	1996
Coca-Cola	29.8%	43.3%
Mirage Resorts	27.9%	25.4%
Merck	22.1%	24.0%
United Parcel Service	N.A.	N.A.
Microsoft	44.5%	88.3%
Johnson & Johnson	22.2%	18.1%
Intel	43.8%	131.2%
Pfizer	21.7%	34.0%
Procter & Gamble	21.9%	32.1%
Berkshire Hathaway	28.3%	6.2%
S&P 500	11.8%	20.3%

N.A. Not applicable.

THE LEAST ADMIRED

COMPANY	TOTAL RETURN TO INVESTORS COMPOUND ANNUAL RATE 1986–96	1996
TWA	N.A.	–36.7%
Standard Commercial	6.6%	113.4%
Kmart	0.5%	45.6%
Canandaigua Wine	11.8%	–12.6%
Morrison Knudsen	N.A.	N.A.
Flagstar	N.A.	–71.0%
USAir Group	–4.2%	76.4%
Beverly Enterprises	–2.3%	20.0%
Amerco	N.A.	66.7%
Cal Fed Bancorp	–14.6%	55.6%
S&P 500	11.8%	20.3%

N.A. Not available.

that the robust economy drove demand for air travel higher, prompting industrywide hikes in ticket prices. That helped the company post record year-end operating profits—$556 million. Not bad for a company that used to simply lose less money than usual during good economic years. Says Bethune: "We were ready to capitalize on a good rising tide, and we didn't have any holes in our boat."

The least admired companies turned in dismal performances in the financial soundness, management quality, and long-term investment categories. TWA, for instance, actually flew high during the first six months of the year, with the company's share price climbing from around $10 in January to a $23 high in April. Then came the Flight 800 crash in July and the airline's achingly slow response. TWA failed so poorly in communicating with families of the victims that one PR manager at another airline faxed TWA a how-to guide in crisis management. Later in the year the airline announced that, to curb losses in its transatlantic business, it would initiate a major rollback in its operation at New York City's Kennedy airport. Shares now hover around $6.

Meanwhile, Kmart ranked poorly again as its turnaround appeared to run out of gas. Analysts say the Troy, Michigan, retailer desperately needs revenue growth, but can't lower prices without risking erosion in its fragile earnings picture. Kmart CEO Floyd Hall might find solace in the fact that the company's quality-of-management score rose 25% this year. Then again, the retailer has one of the worst rankings in the use-of-corporate-assets category and was also slapped in the quality-of-service column. Analysts are apocalyptic about the company's future. "It's a lost cause," says Robert F. Buchanan of NatWest Securities.

Some companies like Microsoft ranked well because of their ability to attract and keep talented people. Microsoft takes this issue very seriously, and the software colossus, known for luring high-IQ workers to Redmond, Washington, leads the field in attracting hot talent to its ranks. In fact, two companies that posted big gains in reputation this year did so largely on the strength of higher scores in the talent column. Salomon Inc.'s reputation was stung in last year's list after the company's investment-bank unit tweaked that most sacrosanct of Wall Street holy objects—compensation—and set off an exodus of talent. Salomon Bros. CEO Deryck Maughan shelved the much maligned pay-for-performance system, and Salomon's score in the talent category subsequently rose an impressive 44%. That helped lift the company from No. 410 to No. 371 in the overall standings.

But advertising giant Omnicom Group fared even better. It leaped from No. 169 to No. 31 after experiencing a 20% increase in its talent score. Nothing draws skilled hands to your ship like a clearly defined destination and a plan to get there, and last year Omnicom provided both. It made an unambiguous move into cyberspace with its acquisitions of minority stakes in eight interactive advertising agencies. Wall Street liked what it saw, and the stock rose from $35 last year to a recent $48 per share. "At one time Omnicom was playing catch-up with its competitors," says Karen Ficker, an analyst with Furman Selz. "Today it's receiving credit for its strategy and for achieving some aggressive earnings expectations."

There are no magic tricks here, or at other companies that scored well this year. There's just solid performance—the surest way anyone has found to shine a corporate reputation. ■

USING CAPITAL WISELY

Company reputations are reflected in EVA—how much operating profits did or did not exceed cost of capital.

THE MOST ADMIRED

COMPANY	EVA 1995 $ MILLIONS
Coca-Cola	$2,140
Mirage Resorts	$3
Merck	$1,115
United Parcel Service	$295
Microsoft	$1,345
Johnson & Johnson	$841
Intel	$2,431
Pfizer	$562
Procter & Gamble	$624
Berkshire Hathaway	N.A.

THE LEAST ADMIRED

COMPANY	EVA 1995 $ MILLIONS
TWA	–$161
Standard Commercial	–$21
Kmart	–$1,284
Canandaigua Wine	$10
Morrison Knudsen	–$12
Flagstar	–$235
USAir Group	–$155
Beverly Enterprises	–$119
Amerco	–$60
Cal Fed Bancorp	–$93

SOURCE FOR ECONOMIC VALUE ADDED: STERN STEWART

THE MOST ADMIRED

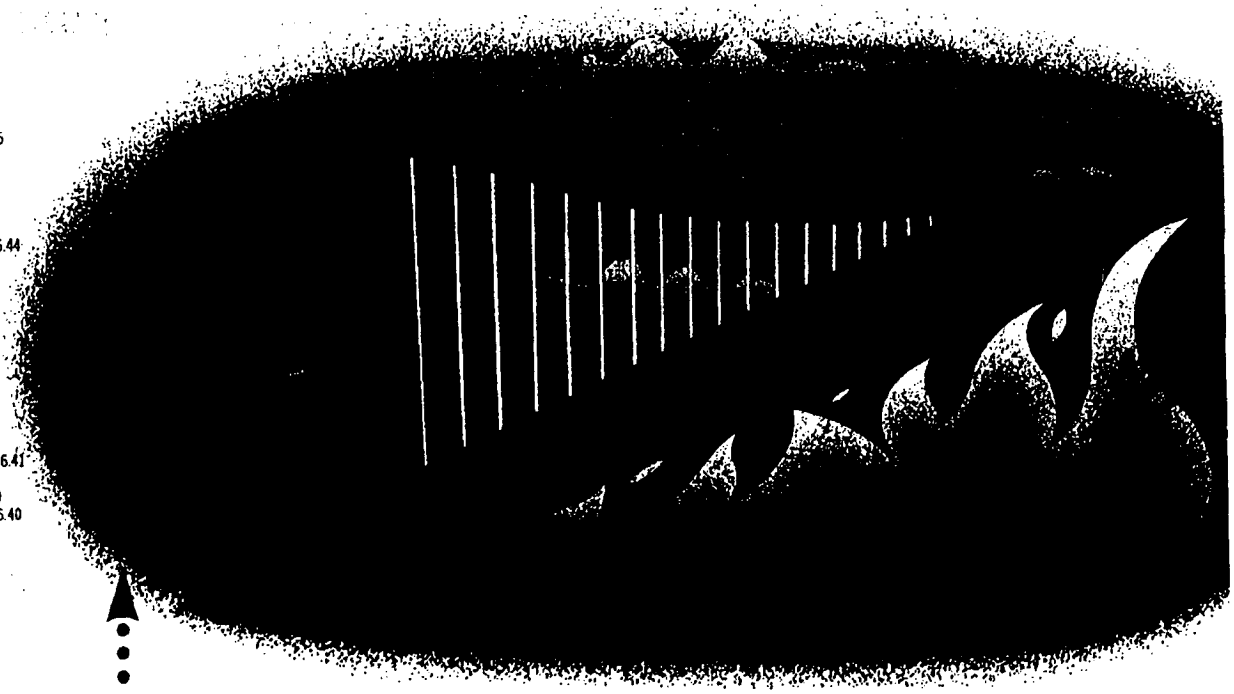
1. Coca-Cola 8.87
2. Mirage Resorts 8.44
3. Merck 8.34
4. UPS 8.31
5. Microsoft 8.29
6. Johnson & Johnson 8.27
7. Intel 8.27
8. Pfizer 8.23
9. Procter & Gamble 8.18
10. Berkshire Hathaway 8.18
11. 3M 8.14
12. Hewlett-Packard 8.06
13. Corning 8.03

THE 431 BEST AND

14. Home Depot 7.99
15. Levi Strauss Associates 7.97
16. Walt Disney 7.97
17. McDonald's 7.95
18. General Electric 7.92
19. Gillette 7.91
20. Boeing 7.89
21. Enron 7.89
22. Rubbermaid 7.81
23. Herman Miller 7.78
24. Cardinal Health 7.66
25. Goodyear Tire & Rubber 7.64
26. USAA 7.62
27. Motorola 7.61
28. American Intl. Group 7.58
29. J.P. Morgan 7.57
30. Shell Oil 7.57
31. Omnicom Group 7.56
32. M.A. Hanna 7.52
33. Interpublic Group 7.50
34. American Brands 7.49
35. Kimberly-Clark 7.49
36. Du Pont 7.48
37. Oracle 7.46
38. Merrill Lynch 7.46
39. Fed. Natl. Mortgage Assn. 7.45
40. Mobil 7.45
41. Norfolk Southern 7.44
42. Albertson's 7.41
43. Caterpillar 7.41
44. Exxon 7.40
45. Southwest Airlines 7.39
46. Coca-Cola Enterprises 7.38
47. Alcoa 7.38
48. Leggett & Platt 7.37
49. Anheuser-Busch 7.36
50. Deere 7.35
51. Emerson Electric 7.35
52. Xerox 7.35
53. Manpower 7.34
54. General Re 7.32
55. Sun Microsystems 7.32
56. Citicorp 7.31
57. Walgreen 7.30
58. Fed. Home Loan Mtg. Assn. 7.30
59. Freeport-McMoRan 7.30
60. Williams 7.27
61. Chubb 7.26
62. Abbott Laboratories 7.24
63. Wal-Mart Stores 7.24
64. Marriott International 7.24
65. Morgan Stanley Group 7.23
66. Liz Claiborne 7.23
67. Southern 7.22
68. Freeport-McMoRan C&G 7.22
69. Sysco 7.21
70. Fluor 7.20
71. Eli Lilly 7.19
72. Northwestern Mut. Life 7.18
73. Campbell Soup 7.18
74. Lockheed Martin 7.17
75. Armstrong World Ind. 7.17
76. CUC International 7.17
77. Eastman Kodak 7.16
78. Federal Express 7.16
79. Chrysler 7.15
80. Compaq Computer 7.15
81. FPL Group 7.14
82. General Mills 7.14
83. Sara Lee 7.13
84. Dow Chemical 7.12
85. Columbia/HCA Healthcare 7.11
86. PanEnergy 7.10
87. Tyco International 7.10
88. HON Industries 7.10
89. Publix Super Markets 7.10
90. Nucor 7.09
91. State Farm Group 7.08
92. Amoco 7.07
93. United HealthCare 7.07
94. Disten 7.06
95. Nordstrom 7.06
96. Dow Jones 7.06
97. Washington Mutual 7.06
98. ConAgra 7.06
99. Unifi 7.05
100. Sears Roebuck 7.05
101. Schering-Plough 7.05
102. IBM 7.04
103. Springs Industries 7.03
104. Monsanto 7.03
105. Estée Lauder 7.01
106. Nestlé 6.99
107. Gannett 6.98
108. Tribune 6.97
109. Premark International 6.96
110. Shaw Industries 6.96
111. Golden West Financial 6.96
112. Household International 6.95
113. PepsiCo 6.95
114. Union Pacific 6.95
115. Safeway 6.95
116. AMR 6.94
117. Alco Standard 6.94
118. Hilton Hotels 6.94
119. AlliedSignal 6.94
120. Charles Schwab 6.93
121. Circus Circus Enterprises 6.92
122. American Home Products 6.92
123. Illinois Tool Works 6.92
124. United Technologies 6.91
125. Allstate 6.90
126. CPC International 6.89
127. McKesson 6.89
128. Clorox 6.89
129. CSX 6.88
130. Honeywell 6.88
131. Chevron 6.87
132. Brunswick 6.87
133. SBC Communications 6.86
134. Burlington No. Santa Fe 6.85
135. Ryder System 6.85
136. BankAmerica 6.85
137. VF 6.84
138. H.J. Heinz 6.84
139. Bristol-Myers Squibb 6.83
140. A. Schulman 6.83
141. Colgate-Palmolive 6.82
142. New York Life Insurance 6.80
143. Cyprus Amax Minerals 6.80
144. Russell 6.79
145. Genuine Parts 6.79
146. Textron 6.78
147. Philip Morris 6.76
148. Marsh & McLennan 6.76
149. Sonat 6.76
150. Cooper Tire & Rubber 6.76
151. Texas Instruments 6.75
152. NationsBank 6.74
153. PacifiCare Health Systems 6.74
154. Unilever 6.74
155. American Express 6.74
156. Banc One 6.73
157. Arrow Electronics 6.73
158. Vulcan Materials 6.72
159. Mitchell Energy & Devel. 6.71
160. Intl. Flavors & Fragrances 6.71
161. Travelers Group 6.70
162. Dell Computer 6.70
163. NGC 6.70
164. Host Marriott 6.69
165. KN Energy 6.67
166. Phelps Dodge 6.67
167. First Data 6.67
168. ADVO 6.67
169. American Honda Motor 6.66
170. Computer Associates Intl. 6.66
171. Turner Broadcasting 6.66
172. Dean Witter Discover 6.66
173. May Department Stores 6.63
174. Brinker International 6.62
175. Parker Hannifin 6.61
176. Kroger 6.60
177. Ingersoll-Rand 6.60
178. Automatic Data Proc. 6.60
179. Circuit City Stores 6.60
180. ITT Hartford Group 6.60
181. UAL 6.58
182. Office Depot 6.58
183. J.C. Penney 6.56
184. Bergen Brunswig 6.54
185. Knight-Ridder 6.54
186. Harrah's Entertainment 6.54
187. Toys "R" Us 6.54
188. Johnson Controls 6.53
189. BP America 6.53
190. Ford Motor 6.52
191. Texaco 6.52
192. Kimball International 6.52
193. Chase Manhattan 6.52
194. American Electric Power 6.50

HOW THIS WAS DONE

This year's survey of America's most admired companies comprises 431 FORTUNE 1,000 companies, divided into 49 distinct industry groups. More than 13,000 senior executives, outside directors, and financial security analysts were asked to rate the ten largest companies (or in some cases fewer) in their own industry by the eight key attributes of reputation (see box). This year we added two new industry groupings: recreation equipment and temporary help. We divided insurance companies into two separate categories: property and casualty, and life and health. We have also eliminated ties in the rankings by carrying each company's score out to six decimal places and then rounding it off to two decimal places. An index of companies appears at the end of the listings.



WORST COMPANIES

195. Wendy's International 6.49
196. Weyerhaeuser 6.48
197. WestPoint Stevens 6.48
198. PPG Industries 6.48
199. Mead 6.47
200. Arco 6.47
201. New York Times 6.45
202. Rockwell International 6.45
203. International Paper 6.45
204. Thermo Electron 6.45
205. Halliburton 6.45
206. American Greetings 6.45
207. Lowe's 6.44
208. Principal Mutual Life Ins. 6.44
209. Dover 6.44
210. Seagate Technology 6.43
211. Union Camp 6.42
212. Black & Decker 6.42
213. TRW 6.42
214. First Union 6.42
215. Cummins Engine 6.41
216. Dana 6.41
217. Tejas Gas 6.41
218. AK Steel Holding 6.41
219. Northwest Airlines 6.41
220. Jacobs Engineering Group 6.41
221. Foster Wheeler 6.41
222. Pacific Gas & Electric 6.40
223. Student Loan Mktg. Assn. 6.40
224. Polaris Industries 6.40
225. Edison International 6.40
226. Daimler-Benz NA 6.39
227. Siemens 6.39
228. McDonnell Douglas 6.38
229. Centex 6.38
230. Reynolds Metals 6.38
231. Reader's Digest Assn. 6.38
232. Stanley Works 6.38
233. Texas Utilities 6.37
234. Pulte 6.37
235. Warner-Lambert 6.36
236. R.R. Donnelley & Sons 6.36
237. TIAA 6.35
238. Tenneco 6.35
239. BellSouth 6.35
240. Computer Sciences 6.33
241. Bayer 6.32
242. Dayton Hudson 6.32
243. U.S. Healthcare 6.32
244. Equitable 6.32
245. Oryx Energy 6.31
246. Owens-Corning 6.31
247. Supervalu 6.30
248. ITT 6.29
249. Cone Mills 6.29
250. Sprint 6.29
251. Avon Products 6.28
252. Phillips Petroleum 6.28
253. Alumax 6.25
254. American Stores 6.25
255. Bear Stearns 6.25
256. A.G. Edwards & Sons 6.24
257. Roadway Express 6.23
258. Ameritech 6.22
259. Raytheon 6.21
260. General Dynamics 6.20
261. CREF 6.20
262. Bridgestone/Firestone 6.19
263. Kelly Services 6.18
264. McGraw-Hill 6.18
265. Becton Dickinson 6.18
266. Standard Fed. Bancorp. 6.18
267. Union Carbide 6.17
268. MCI Communications 6.17
269. Newell 6.17
270. First Chicago NBD 6.16
271. Entergy 6.16
272. Asarco 6.15
273. B.F. Goodrich 6.15
274. RJR Nabisco Holdings 6.15
275. Coleman Holdings 6.14
276. Adolph Coors 6.14
277. ITT Industries 6.13
278. Limited 6.13
279. Furniture Brands Intl. 6.13
280. Burlington Industries 6.13
281. Winn-Dixie Stores 6.12
282. Sundstrand 6.11
283. Mark IV Industries 6.10
284. Loews 6.10
285. US Freightways 6.09
286. Delta Air Lines 6.09
287. Bell Atlantic 6.09
288. Peter Kiewit Sons' 6.09
289. Landstar System 6.09
290. Viacom 6.08
291. Mohawk Industries 6.08
292. Liberty Mutual Ins. Group 6.08
293. American Standard 6.07
294. Hoechst Celanese 6.07
295. Pitney Bowes 6.05
296. BASF 6.05
297. Federated Dept. Stores 6.05
298. Raychem 6.05
299. Baxter International 6.00
300. Case 6.00

6.5

301. Northrop Grumman 5.98
302. Bankers Trust N.Y. 5.97
303. CBI 5.97
304. Crown Cork & Seal 5.97
305. J.B. Hunt Transport Svcs. 5.96
306. Food Lion 5.96
307. Volt Information Sciences 5.95
308. Pharmacia & Upjohn 5.94
309. Canon U.S.A. 5.94
310. Dresser Industries 5.93
311. PriceCostco 5.92
312. Charter One Financial 5.90
313. Conrail 5.88
314. Metropolitan Life Ins. 5.88
315. Comdisco 5.88
316. Dillard Department Stores 5.86
317. Continental Airlines 5.86
318. IBP 5.85
319. Times Mirror 5.85
320. Air Express International 5.84
321. Equitable Resources 5.84
322. Collins & Aikman 5.83
323. American General 5.83
324. Aramark 5.82
325. Tenet Healthcare 5.81
326. Whirlpool 5.81
327. EG&G 5.81
328. Time Warner 5.80
329. Masco 5.79
330. General Motors 5.76
331. Fleetwood Enterprises 5.76
332. H.F. Ahmanson 5.75
333. Owens-Illinois 5.75
334. Dun & Bradstreet 5.74
335. Fleet Financial Group 5.72
336. U.S. Industries 5.70
337. Airborne Freight 5.69
338. Nationwide Ins. Enterprise 5.69
339. Helene Curtis Industries 5.69
340. Cigna 5.68
341. USG 5.68
342. Pittston 5.67
343. Bausch & Lomb 5.67
344. Polaroid 5.66
345. Public Svc. Entpr. Group 5.65
346. NorAm Energy 5.64
347. Georgia-Pacific 5.64
348. GTE 5.64
349. MascoTech 5.63
350. Alaska Air Group 5.63
351. AT&T 5.61
352. Great Western Financial 5.57
353. Consolidated Freightways 5.55
354. Warnaco Group 5.55
355. WellPoint Health Netwks. 5.54
356. Novell 5.54
357. Alberto-Culver 5.53
358. USX 5.51

6

359. Ball 5.49
360. Bally Entertainment 5.49
361. Enserch 5.49
362. UST 5.47
363. Ruby Tuesday 5.47
364. Fleming 5.47
365. Con Edison of N.Y. 5.44
366. Turner Corp. 5.43
367. Tandy 5.42
368. LTV 5.36
369. Unicom 5.35
370. Melville 5.33
371. Salomon 5.31
372. US West 5.31
373. Fred Meyer 5.31
374. Schuller 5.28
375. Aetna Life & Casualty 5.26
376. Champion International 5.23
377. Inland Steel Industries 5.22
378. Brown-Forman 5.21
379. Caliber System 5.21
380. Triarc 5.20
381. Health Systems Intl. 5.18
382. J.E. Seagram 5.15
383. W.R. Grace 5.12
384. Occidental Petroleum 5.11
385. Archer Daniels Midland 5.11
386. Digital Equipment 5.11
387. Foamex International 5.11
388. Paine Webber Group 5.10
389. Humana 5.09
390. Fieldcrest Cannon 5.06
391. Dial 5.04
392. Westinghouse Electric 5.03
393. Universal 5.02
394. Kellwood 5.01

5.5

395. FMP International 4.99
396. Maxxam 4.95
397. Outboard Marine 4.94
398. Southland 4.92
399. James River of Va. 4.91
400. Nynex 4.88
401. Apple Computer 4.87
402. Prudential Ins. of Amer. 4.84
403. Unisys 4.80
404. Dimon 4.78
405. A&P 4.77
406. Boise Cascade 4.77
407. Lehman Brothers Holdings 4.74
408. Merisel 4.73
409. America West Airlines 4.73
410. Woolworth 4.72
411. Bethlehem Steel 4.67
412. Shoney's 4.67
413. Fruit of the Loom 4.63
414. Glendale Federal Bank 4.60
415. Yellow 4.59
416. Foodmaker 4.58
417. Southern Pacific Rail 4.58
418. Whitman 4.55

5

419. Stone Container 4.49
420. Family Restaurants 4.47
421. Arkansas Best 4.46
422. Cal Fed Bancorp 4.44
423. Amerco 4.44
424. Beverly Enterprises 4.31
425. USAir Group 4.13
476. Flagstar 4.07
427. Morrison Knudsen 4.05
428. Canandaigua Wine 4.03

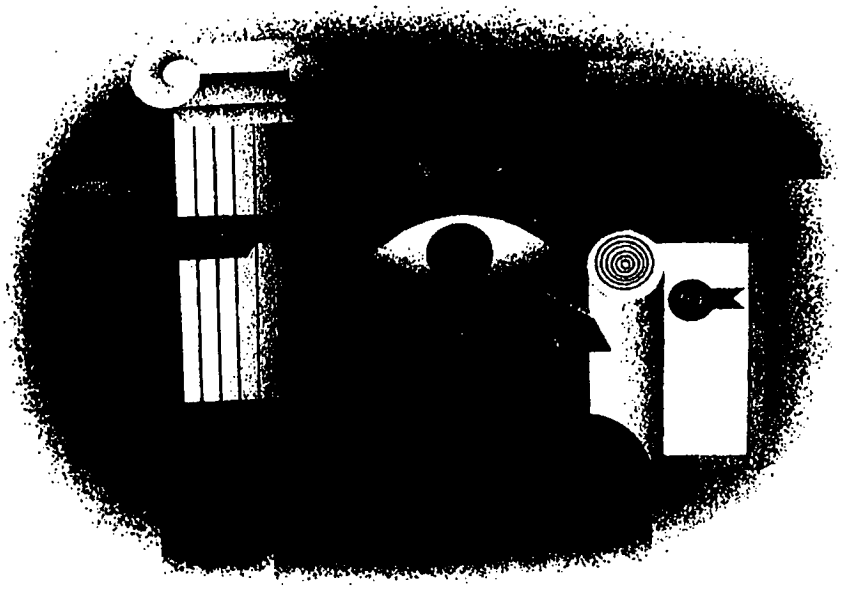
THE LEAST ADMIRED

429. Kmart 3.82
430. Standard Commercial 3.76
431. TWA 3.42

4.5

WHERE COMPANIES RANK IN THEIR OWN INDUSTRIES

Who knows a company better than its competitors? Here's how peers rank one another in their own industry groups.



HOTELS, CASINOS, RESORTS

1996	1995	COMPANY	SCORE
1	1	Mirage Resorts	8.44
2	3	Marriott International	7.24
3	8	Hilton Hotels	6.94
4	5	Circus Circus Enterprises	6.92
5	4	Host Marriott	6.69
6	•	Harrah's Entertainment	6.54
7	•	ITT[3]	6.29
8	10	Bally Entertainment	5.49

EXCERPT

THE

SECRETS

OF AMERICA'S MOST ADMIRED CORPORATIONS:

NEW IDEAS NEW PRODUCTS

Companies that know how to innovate don't necessarily throw money into R&D. Instead they cultivate a new style of corporate behavior that's comfortable with new ideas, change, risk, and even failure.

BY BRIAN O'REILLY

Making it to the top of FORTUNE's most admired companies list is a bit like scaling a half-dozen Everests at once. A company has to conquer a slew of damnably difficult challenges. Management, product quality, and financial soundness must be unsurpassed. Stockholders must be seduced. A company needs to be an exemplary corporate citizen, and it has to attract white-hot talent. But to be genuinely admired, an ineluctable quality must be in the mix as well: a spark that ignites the work force and allows the enterprise to respond readily to change. That ingredient is innovation, and all the top companies embrace it passionately.

TERRY ALLEN

Innovation abounds at ever-fertile 3M Corp., which introduced 500 new products last year. It's the force behind Pfizer, now known for having the best pipeline of new drugs coming to the market. It's what galvanizes Intel, whose brilliant new microprocessors keep driving the world's voracious appetite for computers.

It's not just manufacturers that win reputations for delivering creativity, either. Enron, a very different kind of power company, and Mirage Resorts, a dazzling collection of Las Vegas gambling casinos, were ranked first and second for innovation among all 431 companies in this year's list. Even Coca-Cola, which has made nearly all its fortune from a single unvarying product for more than a century, is relentlessly innovative.

But that raises the question: Just what is innovation? It isn't necessarily frizzy-haired scientists in white lab coats, though too many people think it is. Says Douglas Ivester, chief operating officer at Coke: "Everybody falls into the trap of looking at the latest gadget, or thinking that creativity has to be in the arts and sciences. But you've got to encourage creativity in staffing, strategy, branding, and business processes too." You might say, then, that innovation is a style of corporate behavior that's comfortable with, even aggressive about, new ideas, change, risk, and failure. And it must permeate a very wide swath of an organization in order to make a difference.

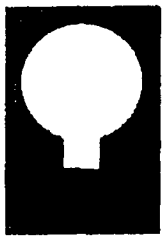
But that doesn't mean you have to spend gobs of money on innovation. A FORTUNE analysis of 143 companies, comparing R&D expendi-

"Computer modeling of drugs...helped Pfizer win a reputation for innovative and profitable new medicines."

tures as a percent of sales and rank on this year's innovation list, reveals that there is very little correlation between R&D spending and standing on the list. For some, the relation between R&D dollars and perceived innovation is downright perverse. Pharmacia Upjohn spends over 18% of revenues on research, more than almost any major company in any industry. But the pharmaceuticals company ranks 339th in innovation this year.

Bright ideas are an important part of innovation, of course. But as Steve Wynn, CEO of Mirage Resorts, observes, they aren't terribly rare. "Three executives sitting in a room can get 40 good ideas ricocheting off the wall in minutes." The challenge is getting a steady stream of good ideas out of the labs and creativity campfires, through marketing and manufacturing and all the way to customers. In most companies a good idea is a fragile thing, "like a lighted match, easily blown out by the cold winds of rigid management," says Enron President Jeffrey K. Skilling.

It's not that corporate bigwigs are especially stupid. Often, good ideas die when that new creative culture the boss espouses collides with a sound but outdated managerial approach still embraced in remote outposts of the corporation.



David Lieberman, marketing director at GVO, a Palo Alto innovation consulting firm, tells the story of a company "known by three initials" whose creative types had come up with a great idea for a new product. Just about everybody loved it. But it was shot down at the last minute by a high-ranking manufacturing executive. "A new color?" the executive exploded. "Do you have any idea of the spare-parts problem that will create?" This was no dimwit exasperated at having to build a few new storage racks at the warehouse. "He'd been hearing for years about cost cutting, lean inventories, and 'focus,' says Lieberman. "Good concepts, but not always good for innovation."

GE TOLD MANUFACTURING DIVISIONS THAT THEY SHOULD FUND R&D ONLY IF THEY WANTED TO.

Get innovation right, though, and you can change the rules—and the profits—of an entire industry. Virtually all the companies with high marks for innovation on this year's most admired list have had a significant impact on their industry and, in the process, produced impressive increases in earnings and market capitalization. Take Enron, for example, which got the highest innovation score of all this year. Just ten years ago the Texas company was losing money. Today it is highly profitable, and its stock has quadrupled over that period. How did Enron do it? Not by being a humdrum gas utility.

Sometime, when you are having a *very* slow day, take a look at an old map of all the natural gas pipelines crisscrossing the United States. To any idiot, it looks like a vast cobweb of interconnections, capable of shipping gas from any gas field to any local gas company. But a decade ago, to the geniuses in Washington and in the utility businesses, it was no such thing. Government regulation required a gas pipeline to run single-mindedly from a specific field to a particular utility company, with few shifts or diversions.

Along came Kenneth Lay. In 1986 his company, Enron, had just been formed by the merger of two natural gas giants. Lay figured it was a good opportunity to change the entire way they did business. "I was trained as an economist, loved free markets, and was convinced that government regulation was causing most of the problems in the gas industry." And he viewed that national map of gas pipelines differently than just about everybody.

Lay recognized that by pushing deregulation, Enron could use all those natural gas lines as a network to buy gas where it was cheap and ship it to where it was needed. So, while most gas utilities were vigorously resisting deregulation, Enron hired aggressive, well-compensated traders and almost single-handedly began creating spot markets in gas. To accelerate the growth of the new cultures he needed, Lay created several new public companies, majority owned by Enron. Those gung-ho traders went to one company; later, employees beating the bushes for business in Third World countries got set up in another.

And while his colleagues in the gas business harrumphed that there was no need for a spot market, Enron found its new approach and structure could reduce the cost of gas for some utilities by 30% to 50%. "We changed the concept of how the natural gas industry was run—new products, new services, new kinds of contracts, new ways of pricing," says Lay.

Success bred new ideas. With the cost of free-market gas so cheap, Lay thought the unthinkable: using gas for fuel in electric generation plants—something forbidden under old federal regulations. Enron built and operated its own gas-fired power plant in Texas, showing that it could compete economically against coal-fired plants, with far less pollution. "We created a huge new market for natural gas as fuel for electric generation."

The company is even expanding overseas and has just finished building a 150-megawatt plant in Hainan Province, China. Gadgets, patents, doodads? At Enron, not a one. Nevertheless, Ken Lay has turned Enron into the most innovative power company in the country.

Innovation, though, doesn't always need to be played out on such a grand scale. Sometimes it's the little things, the details, that count. For instance, what made Mirage Resorts No. 2 in innovation and in overall reputation was CEO Steve Wynn's simple but creative idea: Give people great service, great food, and entertainment they can't get in Kokomo, and they will pay for it. "When someone walks into the Mirage, you can never tell if he is going to drop $500 at the tables, or $100,000," says Wynn. "We treat them all the same." His $475 million Treasure Island casino hotel is the first one designed to generate more revenue from nongambling sources than gambling. And it is running at a 99.4% occupancy rate. A $1.35 billion casino is under construction.

The key to Mirage's soaring stock price (its return to investors has averaged 22% a year for the past decade),

REPORTER ASSOCIATE *Rajiv M. Rao*

GREG GIRARD—CONTACT

BRIGHT IDEA *A once sleepy energy company, Enron is revolutionizing its markets. Shown here is its 150-megawatt plant in China.*

Wynn says, was getting thousands of easily burned-out employees to be enthusiastic about service. His proudest morale-boosting inventions? Spending more per square foot to build the employee cafeteria than he did on the hotel's coffee shop; decorating the back corridors that employees use the same way that guest corridors are (not in gloomy industrial green); and not least, insisting that if managers and supervisors can't explain why they're asking employees to do something, then the troops don't have to snap to. Is good service innovation? When Wynn introduced it to the sleepy gaming industry, it sure was.

Sometimes it takes a crisis to turn plodding, sweaty, cautious companies into daring, windswept, leading-edge types. Says Stephen Tang, a vice president at management consultants A.T. Kearney: "Frequently the difference between being merely a good company and an innovative one is realizing you've got a big problem unlike any you've ever had, and then doing something about it that you've never done before."

That description fits few companies better than Chrysler. The carmaker ranks 16th on this year's innovation list—ahead of Sun Microsystems, surprisingly, and Microsoft. A few years ago, though, Chrysler was writhing near bankruptcy for the second time in a decade. Desperate, 30 top executives met and rewrote the book on carmaking, says Chief Executive Robert Eaton. The result: Chrysler was the first to put together teams that included people from engineering, marketing, and manufacturing, all working simultaneously to design new cars. It developed kinder, gentler relations with suppliers that have reduced costs and are a model for the industry. Suppliers were also given free rein to come up with novel solutions to design problems.

Now Chrysler gets innovative new models to market faster than any other of the Big Three. Hard to believe, but the Viper, that testosterone-rich 12-cylinder sports car launched in 1992, is the oldest car in Chrysler's fleet. The new Chrysler Concorde sports an aluminum hood—a lightweight but hard-to-use material that other big carmakers have found impractical. The innovation has paid off. Chrysler has the highest margins per vehicle and the best-performing stock of any American automaker.

Not a crisis but a giant flop emboldened Coca-Cola to become more innovative. It learned, with some embarrassment, that failure isn't fatal. In the early 1980s, Coke was staid, steady, and losing market share to Pepsi at home. In 1985 it nervously trotted out sweeter New Coke, which bombed. But demand for Coke Classic surged, making Chief Executive Roberto Goizueta, and the rest of the company, view Coke in a new way. "New Coke made us realize that Coca-Cola was more than a flavor or a bottle," he says. "It was a mental attitude." Energized, the company since then has generated one of the most imaginative, pervasive, and successful brand-image campaigns.

Just as important, Coke learned it could recover from, and even capitalize on, the gaudiest screwup. "Some people think there are 'You bet your company' decisions," says Goizueta. "There are no such things. Every decision has two parts. You make it, and then you make a decision to continue it or to change it."

Of course, most companies shouldn't need the threat of bankruptcy or the embarrassment of a New Coke to make them more innovative. It sounds like an oxymoron, but creativity and innovation can be managed, at least to some degree.

Take those white-coated researchers. You don't want to stifle them, but neither do you want them drifting into outer space, oblivious of the need to come up with something practical. Ronald Jonash, head of the technology consulting practice for Arthur D. Little, says one consumer products company just stumbled on an effective arrangement. "By a freak accident of the budgeting process, a group of R&D people were being paid half by the research department and half by the manufacturing section." Without meaning to, this company had created a direct line between the manufacturing floor and R&D. "It produced very different, very innovative behavior," says Jonash.

General Electric made even more explicit steps in that direction when it declared that the manufacturing divisions were free to fund GE's R&D centers if they wanted to or spend the money elsewhere. That scared and demoralized the scientists for a while. "They were feeling jerked around, trying to sell themselves," one GE executive admitted at an A.D. Little seminar. "But now it is a much healthier, more strategic laboratory."

It's also important to give creative types room to play. At Pfizer, CEO Edward Steere presses researchers not to fall into the common trap of concentrating on areas where they are familiar and comfortable. Instead he urges them to stretch into promising new approaches like genetics too. Pfizer's labs include the biggest overseas R&D center of any American drug company, which is located in England. Being far away, researchers are refreshingly uncowed by authorities in New York, highly creative, and well-positioned to get Pfizer's drugs tested and into overseas markets quickly.

Pfizer, like most drug companies, comes upon some of its new ideas through acquisitions. It has invested in scores of small independent biotech firms but avoided a pitfall that frustrates many big drug companies. Steere's practical rule: "Don't pour too much money into a little company. Otherwise, half the scientists there will cash in their shares and quit."

And sometimes good things just, well, pop up. A compound that Pfizer was testing for angina was supposed to improve blood flow to the heart. But when the medicine was tested on a group of college students, they kept getting erections. (One can imagine the topic of conversation at the frat house dinner *that* night.) "Turns out there were more receptors for the medicine in the penis than in the heart," Steere says with a wry smile. Pfizer plans to file Viagra as a remedy for impotence with the FDA this year. If approved, says Steere, "take one an hour before you think you're going to get lucky."

Steere's approach is paying off. The company now has two blood pressure drugs, a fungus medicine, and a treatment for depression, each pulling in around $1 billion a year. Pfizer has surpassed Merck as the most innovative pharmaceuticals company on this year's list.

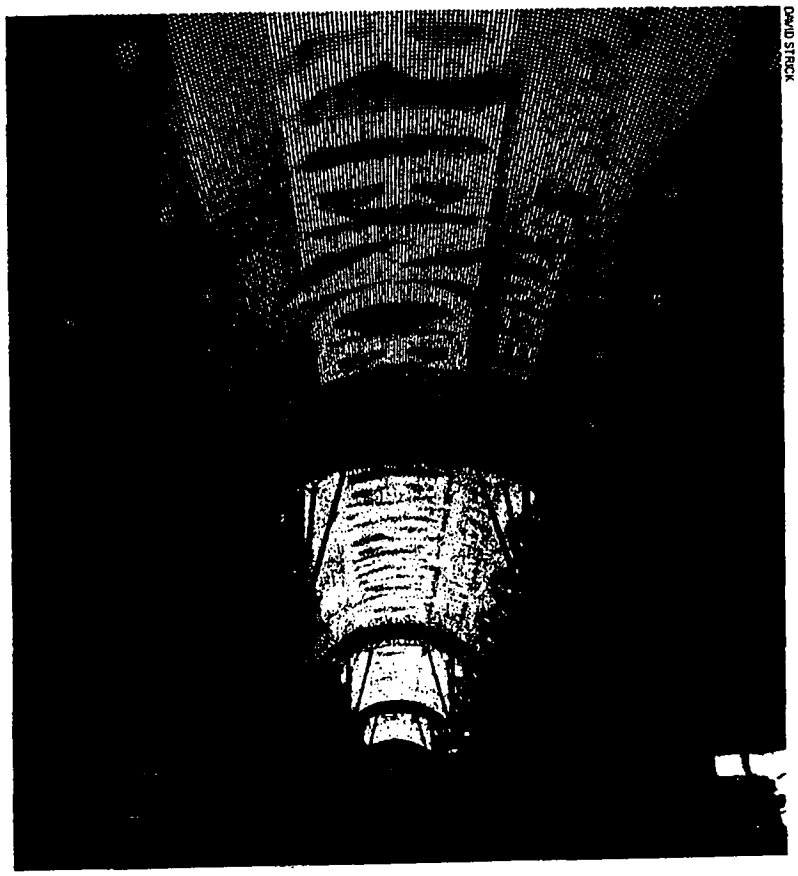
If your creative types aren't getting lucky enough, you might want some help from outsiders. The Doblin Group, innovation consultants in Chicago, sends teams of cultural anthropologists to camp out with a client's customers. They watch what customers do, need, like, or hate, and try to come up with a drop-dead new product or service that nobody knew they needed. "It's brutally hard work," says Larry Keeley, Doblin's president. "Don't try it at home."

Keeley says he is surprised and disturbed to find that the marketing departments at many large companies are often the least receptive to innovation. "They study data, they ask you what you don't like about your VCR, they make straight-line extrapolations. But they don't get powerful new insights that way." When companies start to itch for a dramatic breakthrough product, the impulse usually begins high up in the organization. "It's CEOs, division heads, strategists. The people who are watching the bloody margins spiraling down."

Does every company need to be drop-dead innovative, killing itself for the next breakthrough blockbuster? Probably not. Lots of big companies do just fine by tweaking a product—putting sparkles in toothpaste and colored dots in laundry detergents. Until the advent of managed care, drug companies often made out like bandits by making pills just fractionally better than their previous ones, but priced three times higher.

So don't abandon a healthy business just for the sake of trying to be innovative. It's often enough, say the experts, to make sure there are lots of good ideas in various stages of fermentation. When the time comes, though, be willing to take risks. If you wait to move until everything is certain, you can be sure your competition will be there first. ■

GLITZ CITY *Thinking outside the box, Mirage helped turn Las Vegas into a destination for families.*



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Press Release

Source: MGM MIRAGE

MGM MIRAGE Among Forbes List of 'Best Managed Companies in America'

Thursday January 6, 3:00 pm ET

LAS VEGAS, Jan. 6 /PRNewswire-FirstCall/ -- Forbes magazine has named MGM MIRAGE (NYSE: MGG - News) one of the "Best Managed Companies in America," as part of its annual Forbes Platinum 400 list of top-performing big corporations. MGM MIRAGE was cited alongside only 25 other companies and was recognized as first in the "Hotels, restaurants and leisure" category.

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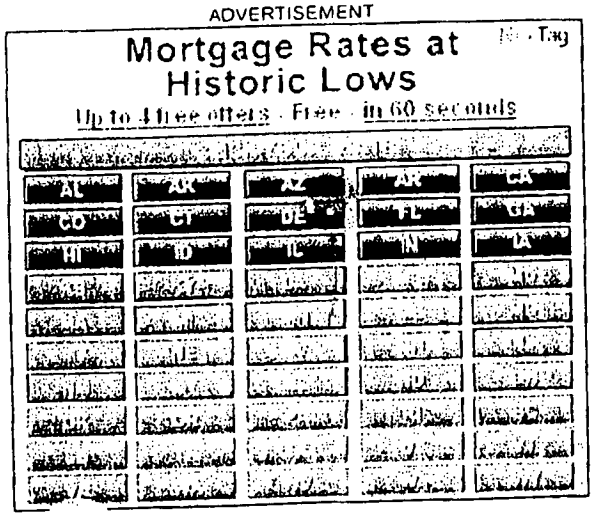

"This recognition reflects our company's solid business practices, financial viability, and outstanding performance," said Terry Lanni, Chairman and CEO of MGM MIRAGE. "The commitment of each of our employees and the dedication of our management team has made this recognition possible."

To identify leaders from each industry category, Forbes ranked companies within their industry by many financial metrics, including growth in sales and earnings, leverage, stock market returns and earnings forecasts. From these ranks, each company received a composite score. Next, a financial analytics firm determined an overall score on each company for accounting and governance practices, financial condition and earnings quality. Finally, Forbes editors and writers looked closer at the top-ranked companies in each industry and considered factors that might not show up on a financial scorecard. From this process, the winners were selected for each industry.

MGM MIRAGE (NYSE: MGG - News), headquartered in Las Vegas, Nevada, is one of the world's leading and most respected hotel and gaming companies. The Company owns and operates 11 casino resorts located in Nevada, Mississippi and Michigan, and has investments in three other casino resorts in Nevada, New Jersey and the United Kingdom. For more information about MGM MIRAGE, please visit the company's website at http://www.mgmmirage.com.

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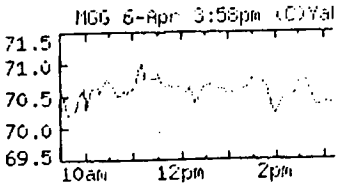

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MGM MIRAGE Named Fortune Magazine's 'Most Admired' Casino Resort Company

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LAS VEGAS, March 9 /PRNewswire-FirstCall/ -- For the fourth year in a row, Fortune Magazine has named MGM MIRAGE (NYSE: MGG) one of "America's Most Admired Companies" in its annual survey of companies with large U.S. operations.

MGM MIRAGE was rated the "Most Admired" casino resort company in the Hotels/Casinos/Resorts category. Overall, MGM MIRAGE ranked second in the Hotels/Casinos/Resorts category after Marriott International, a non-casino hotel resort company.

"We are very pleased to be recognized by Fortune Magazine for the fourth time as our industry's top hotel casino resort company," said J. Terrence Lanni, Chairman and Chief Executive Officer of MGM MIRAGE. "This ranking reflects the quality of our top-notch management team and our employees' commitment to excellence."

To identify "America's Most Admired Companies" for 2005, Fortune and its research partner, the Hay Group, asked 15,000 executives, directors and securities analysts to select the 10 largest companies they admire most in their industry, based on eight criteria. Criteria included: innovation, financial soundness, employee talent, quality of management, use of corporate assets, long-term investment, social responsibility, and quality of products/services.

MGM MIRAGE (NYSE: MGG), headquartered in Las Vegas, Nevada, is one of the world's leading and most respected hotel and gaming companies. The Company owns and operates 11 casino resorts located in Nevada, Mississippi and Michigan, and has investments in three other casino resorts in Nevada, New Jersey and the United Kingdom. For more information about MGM MIRAGE, please visit the company's website at http://www.mgmmirage.com.

Statements in this release which are not historical facts are "forward-looking" statements and "safe harbor statements" under the Private Securities Litigation Reform Act of 1995 that involve risks and/or uncertainties, including risks and/or uncertainties as described in the company's public filings with the Securities and Exchange Commission.

SOURCE MGM MIRAGE
Web Site: http://www.mgmmirage.com

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IN THE UNITED STATES PATENT AND TRADEMARK OFFICE BEFORE THE TRADEMARK TRIAL AND APPEAL BOARD

PRAIRIE ISLAND INDIAN COMMUNITY, A FEDERALLY RECOGNIZED INDIAN TRIBE, Plaintiff, vs. TREASURE ISLAND CORP., Defendant.	Opposition Nos. 91115866 and 91157981 Cancellation Nos. 92028126 92028127; 92028130; 92028133; 92028145; 92028155; 92028171; 92029174; 92028199; 92028248; 92028280; 92028294; 92028314; 92028319; 92029325; 92028342; and 92028379 (as consolidated)

CERTIFICATE OF SERVICE

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CERTIFICATE OF SERVICE

I hereby certify that a copy of the foregoing **DEPOSITION TRIAL TESTIMONY OF ANDREW SCOTT PASCAL** was served on:

HAUGEN LAW FIRM
Eric O. Haugen, #189807
121 S. Eighth Street
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Minneapolis, MN 55402
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Alexandria, VA 22313-1451
Express Mail # EV 705987205

attorneys for **PETITIONER/OPPOSER** by causing a full, true, and correct copy thereof to be sent by the following indicated method or methods, on the date set forth below:

- ☐ by mailing in a sealed, first-class postage-prepaid envelope, addressed to the last-known office address of the attorney, and deposited with the United States Postal Service at Las Vegas, Nevada.
- ☐ by hand delivery.
- ☒ by sending via overnight courier in a sealed envelope.
- ☐ by faxing to the attorney at the fax number that is the last-known fax number.
- ☐ by electronic mail to the last known e-mail address.

DATED: 12/13/05

An employee of Greenberg Traurig, LLP
Attorney for Registrant/Applicant

UNITED STATES PATENT AND TRADEMARK OFFICE

TRADEMARK TRIAL AND APPEAL BOARD

ORIGINAL

Prairie Island Indian Community, a federally recognized Indian tribe,	)Opposition Nos. 91115866 and 91157981
Petitioner,	)Cancellation Nos. 92028126; 92028127; 92028130; 92028133; 92028145; 92028155; 92028171; 92029174; 02028199; 92028248; 92028280; 92028294; 92028314; 92028319; 92029325; 92028342; and 920283 (as consolidated)
vs.	
Treasure Island Corp.,	
Registrant.	

DEPOSITION OF ANDREW SCOTT PASCAL

Taken on Monday, November 28, 2005

6:25 p.m.

At the Wynn Resort

Las Vegas, Nevada

Reported by Robin A. Ravize, CCR No. 753

APPEARANCES:

For the Registrant/Applicant:

R. RICHARD COSTELLO, ESQ.
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1 I N D E X

2 Examination By: Page

3 Mr. Costello 4, 20
Mr. Haugen 19

4

5

6

E X H I B I T S

7

8 Exhibit Description Page

9

10 A Color copy of belly glass 5

11 B Color copy of belly glass 5

12 C Photograph of "Treasure Island - Win a Pirate's Ransom" slot sign 7

13

14 D Photograph of Treasure Island Progressive slot sign 7

15 E Photograph of Treasure Island Progressive slot sign 7

16

17 F Photograph of Treasure Island Progressive slot sign 7

18 G Copy of "Treasure Island A Pirate's Treasure awaits

19 you ... Only at the Mirage & Golden Nugget 10

20

21 H August 24, 1989 correspondence from Suburban Graphics 11

22 I Purchase Requisitions and

23 related documents 15

24

25

1 MONDAY, NOVEMBER 28, 2005, 6:25 P.M.

2 LAS VEGAS, NEVADA

3 -OOO-

4 ANDREW SCOTT PASCAL,

5 having been first duly sworn,

6 was examined and testified as follows:

7

8 EXAMINATION

9 BY MR. COSTELLO:

10 Q. What is your full name, please.

11 A. Andrew Scott Pascal.

12 MR. COSTELLO: For the record, Eric, can you hear us

13 all right?

14 MR. HAUGEN: Yes.

15 MR. COSTELLO: Thank you.

16 BY MR. COSTELLO:

17 Q. How are you employed, Mr. Pascal?

18 A. I'm an employee of Wynn Resorts.

19 Q. Are you familiar with the property called the

20 Golden Nugget?

21 A. Yes, I am.

22 Q. How are you familiar with that property?

23 A. I worked for the Golden Nugget in the mid

24 '80s up and through '89, when I moved over to the Mirage.

25 Q. You said mid to late '80s. Can you be a

1 little bit more precise?

2 A. I had summer jobs at the Golden Nugget in the

3 mid '80s. And then I went to work on a full-time basis for

4 the Golden Nugget in, I believe, June of '87.

5 And then I stayed there until I moved over

6 which was somewhere around the summertime of 1989.

7 Q. And you moved over to the Mirage in the

8 summer of '89?

9 A. That's correct.

10 MR. COSTELLO: I'm going to show you a couple of

11 pictures identified as A and B.

12 (Exhibits A and B were marked for

13 identification, and are attached hereto.)

14 MR. COSTELLO: Eric, for the record, I'll have

15 Mr. Pascal identify them. And as soon as he does, I'm sure

16 you'll recognize what they are.

17 THE WITNESS: These are designs for a slot machine

18 that I developed called "Treasure Island." And it appears

19 as if these are the belly glass designs.

20 MR. HAUGEN: Richard, are there Bates numbers on

21 those?

22 MR. COSTELLO: No.

23 These are the two photographs that have

24 previously been identified as belly glass. I think they are

25 probably A and B to each of the depositions I've taken.

1 MR. HAUGEN: Okay.
2 BY MR. COSTELLO:
3 Q. And what is belly glass, Mr. Pascal?
4 A. Belly glass, on a traditional reel-type slot
5 machine, there are three panes of glass. There's the top
6 glass which is commonly referred to as the award glass;
7 There's the center pane of glass which is
8 typically the reel glass. It's what contains the three
9 reels that present the outcome of the game;
10 And then the belly glass is typically used to
11 promote the brand and identity and personality of the
12 game.
13 Q. How is it that you recognize these
14 photographs as belly glass?
15 What was your involvement, if any, in the
16 involvement of the belly glass?
17 A. I was intimately involved with this game. I
18 conceived of it. I worked with the designers to design it.
19 I was responsible for ultimately approving the artwork that
20 got produced. That's how I know it.
21 MR. COSTELLO: All right.
22 Let me show you four photographs which have
23 been marked as Exhibits C through F.
24 Eric, for the record, these are TIC 03918
25 through IC 03921.

1 (Exhibits C through F were marked for
2 identification, and are attached hereto.)
3 BY MR. COSTELLO:
4 Q. I'd ask you, Mr. Pascal, if you can identify
5 those photographs?
6 A. Sure.
7 TIC 03918 is an image of a bank of the
8 Treasure Island machines with an overhead sign that also
9 promotes the brands and the personality of the game.
10 The remaining photographs, TIC 03919, 03920
11 and 03921, are of a video poker version of the game that had
12 a three-tiered progressive paying out for the straight
13 flush, royal flush and four of a kind.
14 Q. Where were those photographs, C through F,
15 taken?
16 A. It appears they were all taken at the Golden
17 Nugget.
18 Q. All right.
19 When was the first time that you would have
20 seen slot machines such as those identified in Exhibits C
21 through F on the floor at the Golden Nugget Hotel in
22 Las Vegas, Nevada?
23 A. I would say that it was maybe the first
24 quarter of '88. I don't recall specifically. But it was
25 around that time frame.

I went to work and it was several months before I went into the slot division. And then we got underway with our merchandising programs and crafted and conceived of this game and several others, and then executed on the game.

So I would expect that it was sometime in the late first or second quarter of '88.

Q. All right.

How many banks of such slot machines might have been on the floor at the Golden Nugget, do you recall?

A. You know, I don't recall specifically.

Q. Okay.

Other than the belly glass that is identified in the photographs which carry the logo of "Treasure Island," would there have been any other associated advertising or promotion of those slot machines while you were at the Golden Nugget Hotel?

A. Yes, there was.

Q. And if so, what kind, please?

A. There was poster board advertising and on-site advertising and merchandising. And I believe we even did some print advertising in local newspapers.

Q. When you say "poster board," what are you referring to?

A. It's a small billboard.

1 Q. Those billboards were located on the premises
2 at the Golden Nugget?
3 A. No. All throughout Las Vegas.
4 Q. All right.
5 You mentioned also that there might have been
6 some merchandising associated with the logo "Treasure
7 Island" or the mark "Treasure Island."
8 What kind of merchandising would have been
9 associated with that mark in early 1988 or '89?
10 A. We had some rear-lit panels that were located
11 along Fremont Street.
12 Q. Those are called duratrans?
13 A. That's correct.
14 So those were allocated to promoting all of
15 the unique slot programs, Treasure Island being one of them.
16 And I don't recall specifically what other
17 forms of on-site merchandising. But what we would typically
18 do is, we would put the logos of the various games on slot
19 cups. We would do collateral promoting of all the unique
20 proprietary games that we offered on our property.
21 So while I can't speak specifically to which
22 of those types of elements we leveraged, at some point in
23 time we leveraged all of those things.
24 Q. And by "leveraged," you mean you used --
25 A. We used all of those things.

1 Q. You mentioned that these were proprietary
2 slots.
3 What did you mean by that?
4 A. That, they were our own slot games, both in
5 personality, and, in many cases, play characteristics. And
6 we protected them in every way that we could, so that we
7 could then actively promote them and enjoy the benefits
8 exclusively.
9 We wanted people to identify and associate
10 Treasure Island as a product and a game that was only found
11 at the Golden Nugget and then ultimately at the Mirage and
12 the other properties.
13 Q. By "other properties," you mean --
14 A. As each property opened up, we would leverage
15 these games at each of those properties.
16 MR. COSTELLO: Let me hand you what's been marked as
17 Exhibit G, and ask if you can identify this.
18 Eric, for the record, this is a two-page
19 document, TIC 1189 and TIC 1190.
20 (Exhibit G was marked for identification,
21 and is attached hereto.)
22 THE WITNESS: Both of these documents appear to be
23 designs for the poster boards that I made mention of.
24 BY MR. COSTELLO:
25 Q. That would have been in and throughout the

1 Las Vegas valley?

2 A. That's correct.

3 MR. COSTELLO: I'm going to hand you a series of

4 documents.

5 Eric, the documents begin with the letter of

6 August 24th, 1989 that's been previously introduced, I

7 think, through at least Mr. Mikulich, and then the other

8 documents are TIC 1140 through TIC 1147.

9 I'm not sure that they are all sequential.

10 But that's the series of documents that I've already

11 provided to you.

12 MR. HAUGEN: Okay.

13 (Exhibit H was marked for identification,

14 and is attached hereto.)

15 BY MR. COSTELLO:

16 Q. Mr. Pascal, I'm going to ask you to look at

17 Exhibit H, and ask if you can tell us who Suburban Graphics

18 is, or was?

19 A. Suburban Graphics was a local vendor that we

20 used to produce the designs for and ultimately print the

21 glass.

22 Q. The belly glass which you referred to

23 earlier?

24 A. All of the three panes of glass that we would

25 use on each machine.

Q. All right.

This particular letter of August 24th, 1989 is directed, in part, to your attention.

A. Uh-huh.

Q. Does this letter indicate that the mark "Treasure Island" is going to be used in a particular fashion; and if so, what does it tell you about the use of that mark or how it was going to be used?

A. It appears that this was a document that kind of captured the feedback that we provided to the vendor about the artwork and the printing of the belly glass that was specific to several of our proprietary games, Treasure Island being one of them.

So it talks to the very specific kind of creative executions, you know -- how the pirate needed to be consistent with the pirate that was in the overhead sign. The colors needed to be corrected. The sand didn't look realistic.

So I don't know if you want me to go through each of them. But that's what this was.

Q. Can you tell me whether this document would have been generated during the use of those slot machines at the Golden Nugget?

A. This is after. So the games were used prior to this at the Golden Nugget. This related specifically to

1 our revisiting the designs in order to tighten them up a
2 little bit for their use at the Mirage.
3 So we took the production of all the art at
4 the Mirage, and it gave us an opportunity to address and
5 tweak and make sure that if there are any things about the
6 games that were less than optimal, in light of our having
7 real world experience, they were addressed.
8 Q. So as I understand your testimony, the games
9 were used first at the Golden Nugget --
10 A. Yes.
11 Q. -- at least as early as 1988?
12 A. Yes.
13 Q. And later, the games were tweaked, as you
14 said, in a shorthand manner, for use at the Mirage Hotel?
15 A. Yes.
16 Q. What was the relationship between the Golden
17 Nugget and the Mirage?
18 A. They were owned by the same parent company.
19 Q. In leafing through these documents, do you
20 recognize any other contexts in which those documents might
21 have been used?
22 I understand these were all for belly glass
23 designs. Is that basically the --
24 A. Not just belly. There's reel glass. Here's
25 the top award glass. Here's the belly glass.

1 So you've got notes on all of the artwork.
2 Q. So in a shorthand way of stating that, all of
3 the materials in that exhibit relate to the development of
4 the three types of glass which you've identified as were on
5 the slot machines identified as "Treasure Island slots"?
6 A. Yes.
7 Q. And that particular development was for the
8 Treasure Island slots before they went to the Mirage
9 Hotel?
10 A. I don't know if I understand your question.
11 We produced the games first for use at the
12 Golden Nugget. And then when we opened up the Mirage, we
13 then introduced the games at the Mirage.
14 Q. Would the belly glass have been changed or
15 would any of those three types of glasses have been changed
16 for their introduction at the Mirage?
17 A. Not materially.
18 But yes. We would have made tweaks in the
19 adjustments.
20 Q. This is an obvious question. But what is a
21 slot tournament?
22 A. A slot tournament is an event where people
23 pay an entry fee and then participate in a series of rounds
24 accumulating a score from each round, the totals of which
25 then determine their ranking with regard to all of the other

1 participants.
2 And then depending upon their ranking, they
3 are awarded with some cash prize.
4 Q. How are slot machines used in the promotion
5 of the hotel, for example, at the Golden Nugget and/or the
6 Mirage?
7 A. In the context of a tournament?
8 Q. Yes.
9 A. The tournament is for slot players. So the
10 entry fees that they pay, they then have access to play
11 through these various rounds on the slot machines.
12 And so the slot machines are the primary
13 means for determining the outcomes, and each guest's
14 standing relative to all of the other guests.
15 Q. Are those slot tournaments advertised?
16 A. They are promoted through direct mail
17 primarily and on-site merchandising.
18 Q. To what kind of customers? From what locale?
19 A. All customers broadly. We go and send them
20 to customers from all over the country.
21 MR. COSTELLO: Let me show you another series of
22 exhibits which is Exhibit I.
23 (Exhibit I was marked for identification, and
24 is attached hereto.)
25 MR. COSTELLO: Eric, for the record, Exhibit I is

1 TIC 1191 through TIC 1281 in the materials that we have
2 already provided to you.
3 MR. HAUGEN: Okay.
4 BY MR. COSTELLO:
5 Q. If you would just take a quick moment and
6 look through those generally, and see if they pertain to a
7 slot tournament at the Mirage Hotel?
8 A. Yes. This is a purchase requisition and spec
9 sheets on a variety of the collateral that was used during
10 our Treasure Island slot tournament which we hosted at the
11 Mirage.
12 Q. What was the reason for the Treasure Island
13 slot tournament at the Mirage using the Treasure Island
14 slots?
15 A. We leveraged -- first of all, it was a
16 popular game and a popular brand. And we were also, at the
17 time, developing the Treasure Island Resort.
18 And so we leveraged this tournament as kind
19 of a preview and introduction to the resort. So that was
20 the idea.
21 Q. Let me refer you specifically to TIC 1227,
22 and ask you to look at that document.
23 A. Yes.
24 Q. You mentioned that the slot tournament was a
25 method to leverage the opening of the Treasure Island.

1 How did this document fit with that intent?
2 A. This document basically communicates to the
3 guests of the Mirage that there's an opportunity for them to
4 kind of prebook a two-night stay at our new Treasure Island
5 Resort.
6 Q. Would it be fair to state that it would have
7 been one of the objectives of the Treasure Island slot
8 tournament at the Mirage?
9 A. Sure. Yeah.
10 I mean, it was to create interest and start
11 getting familiar with and promoting it.
12 In fact, we even had integrated into the
13 design of our arena, we had televisions that played an
14 endless loop which was kind of a video tour of the models
15 that we had created for the resort.
16 The idea was to start generating exposure and
17 preselling the resort to our existing customers.
18 Q. And TIC 1281, was that developed for a
19 similar purpose?
20 A. Yes.
21 Q. Prior to the opening of the Treasure Island
22 in October of 1993, Steve Wynn announced the opening of the
23 property in October of '91.
24 I believe after the announcement is made and
25 prior to the opening, are reservations taken by the hotel in

1 anticipation of the opening, hotel reservations or booking?
2 Are you aware of that?
3 A. I can't tell you when we started to book
4 reservations. But it was our practice to book reservations
5 in advance of the hotel's opening.
6 So when the first date of reservations took
7 place, I don't know.
8 Q. All right.
9 Are you aware of when the Treasure Island
10 opened there was a national advertising commercial?
11 Do you remember that?
12 A. Yeah. I seem to recall it.
13 Q. The testimony has been that that commercial
14 aired on all stations at the same time essentially
15 throughout the nation, all major stations.
16 A. Right. Pirating the airways. I remember
17 that.
18 Q. What was the purpose of that T.V.
19 commercial?
20 A. The purpose of the commercial was to promote
21 the resort. The purpose of the approach was to create this
22 perception that pirates were taking over Las Vegas. And
23 they took over the airways to communicate that they were
24 coming.
25 MR. COSTELLO: All right. Very good.

1 Eric, I don't have any other questions.
2 MR. HAUGEN: I just have maybe one or two here.
3
4 EXAMINATION
5 BY MR. HAUGEN:
6 Q. Mr. Pascal, just so I'm clear on this,
7 looking at, to begin with, TIC 1281, which was part of
8 Exhibit I, I believe the last page of it for your reference.
9 A. Okay.
10 Q. That slot tournament, looking at that
11 document, is there any indication of when that slot
12 tournament occurred?
13 A. From this document?
14 Q. Yes.
15 MR. COSTELLO: From the entire document, Eric, or
16 just that one page?
17 MR. HAUGEN: No. Just that one page.
18 THE WITNESS: Not from this one page.
19 BY MR. HAUGEN:
20 Q. How about at the bottom where it says "This
21 offer is valid from October 27th, 1993 to January 27, 1994"?
22 Was October 27, 1993 the day that the casino
23 opened?
24 A. I believe it was the anticipated opening
25 date. And I don't remember what the ultimate date was.

1 I just don't recall.
2 Q. And let's see here.
3 You indicated, I believe, that there was a
4 slot tournament at the Mirage in anticipation of the opening
5 of the casino; is that correct?
6 A. Yes.
7 Q. Do you know what year that that slot
8 tournament took place in?
9 A. 1993.
10 MR. HAUGEN: I have no further questions.
11
12 FURTHER EXAMINATION
13 BY MR. COSTELLO:
14 Q. What was the exact dates of the slot
15 tournament, according to the records?
16 A. June 20th to the 22nd of 1993.
17 MR. HAUGEN: That's all I've got.
18 MR. COSTELLO: All right.
19 Thank you very much. I'm just going to ask,
20 with your permission, Eric, that the witness be allowed to
21 waive reading and signing.
22 MR. HAUGEN: That's fine.
23 And then, Richard, can I touch base with you
24 tomorrow, and actually, if I could get just the court
25 reporter's phone number so I can simply call tomorrow and

1 make arrangements for getting my copy of the transcript.
2 MR. COSTELLO: I'm going to let Mrs. Pascal go.
3 MR. HAUGEN: Of course.
4 MR. COSTELLO: What are the housekeeping matters?
5 MR. HAUGEN: I just want the court reporter's phone
6 number. And I'll give a buzz over there tomorrow and make
7 my arrangements.
8
9
10 (Deposition adjourned at 6:45 p.m.)
11 (Signature waived.)
12 * * * *
13
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24
25

REPORTER'S CERTIFICATE

STATE OF NEVADA)
) ss.
COUNTY OF CLARK)

I, Robin A. Ravize, a duly commissioned Notary Public, Clark County, State of Nevada, do hereby certify:

That I reported the taking of the deposition of Andrew Pascal on Monday, November 28, 2005, commencing at the hour of 6:25 p.m.;

That prior to being examined, the witness was by me duly sworn to testify to the truth, the whole truth, and nothing but the truth;

That I thereafter transcribed my said shorthand notes into typewriting and that the typewritten transcription of said deposition is a complete, true, and accurate transcription of my said shorthand notes taken down at said time.

I further certify that I am not a relative or employee of an attorney or counsel involved in said action, nor a person financially interested in said action.

IN WITNESS WHEREOF, I have hereunto set my hand in my office in the County of Clark, State of Nevada this 5th day of December, 2005.

Robin A. Ravize

ROBIN A. RAVIZE, CCR No. 753

Pascal - Treasure Island Exhibit A

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

Pascal - Treasure Island Exhibit B

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

Pascal - Treasure Island Exhibit 5

Prairie Island Indian Community v. Treasure Island Corp.

Opposition Nos: 91115866 and 91157981

No colors given

GOLDEN NUGGET
TREASURE ISLAND
SLOTS

Suburban Graphics, Inc.

2901 SO. HIGHLAND DR. #13
LAS VEGAS, NEVADA 89109
(702) 735-1212

August 24, 1989

Golden Nugget/Mirage

ATTENTION:

Bobby Baldwin
Andrew Pascal
Doris Young

Machine Critique

1. Nickelodean

   A. Award Belly dark pink as reel and top glass
   B. "Win Meter"
      "Credits"
      "Coin Played"
      } white letters take out
      white highlights this area

2. Gran Prix

   A. Belly Award make top pay jump out
   B. Logo - 2 flags "Gran Prix" on top of flags
   C. Lettering colors to match sign "Gran Prix"
      (we will get photo of sign)

3. Zodiac

   A. Black outline on all "Any 2" on top awards
   B. "2" on glass not in box with sign
   C. Darken blue background (too light)
   D. Purple glass make "Any 2" darker blue also
   E. On reel top insert "Play your lucky sign"
   F. Disclaimers "sign - doubles winning combination"
      top of top award
   G. Disclaimer "2 signs pays 4x's winning combination
      except when 3 signs are showing moved to bottom"
      similar to I.G.T. Double Jackpot Glass

4. $5 Million

   A. Total re-do check w/Doris PC sheet

CONTINUED ON FOLLOWING PAGE

Pascal - Treasure Island Exhibit 4

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

Suburban Graphics, Inc.

2901 SO. HIGHLAND DR. # 13(
LAS VEGAS, NEVADA 89109
(702) 735-1212

Machine Critique - Page 2

Cindy need. Play 2 coins & win Pirates Ransom (on top glass) & woodgrain

5. Treasure Island

A. Hat on pirate needs to look as sign - ok
B. Colors on chest not same (Dan would like woodgrain as sign) need
C. Pirate off strips and payschedule/new symbol - ok
Kim on computer — D. Sandy look for sand - ok
E. Blue on poker not as dark as slots (check) - ok
F. Poker glass - new look on top glass-
take out boxes "Progressive"
G. fix ½ tone on belly - ok
" — H. Get photos of signs for gradation on "Treasure Island" - ok.

All changes will be reviewed by Doris and Andrew before printing.

453-6409

Thank You

Judy Gray

Judy Gray

JG/tji

Treasure Island

DATE Aug 23 '89 CHARGE ✓ COD ____ JOB # 4064

CUSTOMER ____ CONTACT Andrew Pascal PO # A-00953 PAGE 1 OF ____

DUE DATE Sept 20 '89 PHONE # ____

TIC 1140

ORDER QTY	DESC	PART #	LO #	PRINTED STOCK		SIZE	NEED	+EXTRA	PRINT	RAW STOCK	DATE ORDERED	DATE SHIPPED	PL. #
6	AWARD GLASS	73412	2701-E		G P M	9 3/16 x 19 1/2							
6	" "	73411	2700-E		G P M	" "							
6	" "	73413	2702-E		G P M	" "							
18	Belly glass	71373	2691-E		G P M								
6	Reel glass 2C/TB	72203	2692-E		G P M	8 1/4 x 19 3/8							
6	Reel glass 3 line	72196	2693-E		G P M	" "							
6	Reel glass	72195	2692-E		G P M	" "							
6	strips	40788 40789	754-S		~~G P M~~	Keith?							
6	strips	40790 40791 40792	755-S		~~G P M~~								
6	strips	40786 40787	753-S		~~G P M~~								
					G P M								
					G P M								

SHIP TO ____

VIA: DELIVER / PICK UP
UPS - REG / AIR
FED EX - STAND / 1 DAY
YELLOW / ANDERSON / AIR
OTHER ____

COLLECT ____
PREPAID ____

INSURANCE VALUE $ ____

COMMENTS: Keith art will be adjusted before you can print - will keep same part numbers

Golden Nugget

LAYOUT NO. 2691-E

PART NO. 71373 PART NO. MODEL REF. NO.

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER:

REEL GLASS | VARIATIONS:

COLORS:

MAIN BACKGROUND

TIC 1125

1 HL 710 Black
2 Gold
3 SG 701 Smoke
4 SG 527 Blue-Green
5 HL 520 Red
6 IGT 400 Green
7 HL 502 Red
8 HL 207 Yellow
9 SG 806 Brown
10 SG 109 Flesh
11 Pt 473 Lt. Flesh
12 SG 1057 Purple
13 SG 1057 Purple
14 KP 2113 Dk Blue
15 IGT 500 Lt Blue
16 KP 29920 White

DAN HUGHES

Customer: Mirage / G. N. Layout#: 2691-E

GLASS LAYOUT

Customer Part#: S.G. Part#: 71475
Manuf.: Model#:
Size: 9 3/8 x 20 3/8
Variations:

COLORS:

Main Background:

1. HL-710 black
2. gold
3. SG-701 smoke
4. IGT 400 green
5. HL-520 red
6. IGT 400 green
7. HL-502 red
8. HL-207 yellow
9. SG 806 brown
10. SG-109 flesh
11. SG 104 flesh
12. SG-1057 purple
13. SG 1057 purple
14. KP 2113 dk blue
15. IGT 500 lt blue
KP-29920 white

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TIC 1126

PART NO. [illegible] PART NO. 71475 MODEL REF. NO.

SIZE AVAILABLE:

4 x 13 3/4	8 x 15 1/4	35 8 x 20 1/4	33 8 x 19 1/2	23 8 x 17
25 8 x 17 5/8	24 8 5/8 x 17	34 8 5/8 x 19 1/2	14 x 19 1/2	

OTHER: _____

REEL GLASS

VARIATIONS: * Print the halftone after printing the water. (Do not combine runs.)

COLORS:

MAIN BACKGROUND

1 HL 710 Black	6 IGT 400 Green	11 ~~PI 473 Lt Flesh~~ SG 104
2 Gold	7 HL 502 Red	12 SG 1057 Purple
3 SG 701 Smoke	8 HL 207 Yellow	13 SG 1057 Purple
4 SG 527 Blue-Green	9 SG 806 Brown	*A+B (2 runs) 14 KP 2113 Dk Blue
5 HL 520 Red	10 SG 109 Flesh	15 IGT 500 Lt Blue
		16 KP 29920 White

Louise

next page

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DAN HUGHES
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TIC 1127

JOB # 4064 CUSTOMER Manigo LAYOUT # 2691-E PART #

DUE DATE ~~ASAP~~ 10/20

ART UP ○ SAMPLE PROVIDED (Y) (N)

STOCK PREP'D ○

INITIALS

COLOR SHEET

- ☒ 3/16 CLEAR
- ○ UPM
- ○ TEMPERED
- ○ PLEX
- ○ PRES. SENSE
- ○ WHITE POLY
- ○ CLEAR POLY
- ○ LEXAN
- ○ FROSTED LEXAN
- ○ WH. PRES. SENSE
- ○ OTHER

STOCK SIZE 9 5/8 x 20 3/8 L.M.

QTY NEEDED 18 L.M.

QTY PRINTED ~~23~~ 25 ea. L.M.

SPECIAL INSTRUCTIONS: Ran # 4 Twice 2nd time I used IGT 400

DATE	PRINTER/ARTIST	RUNS NUMBERED	START	STOP
10-16	Linda M.	1	10:45	11:10
10-17	" "	2 3 4 5 6 7 8 9 Ran # 4 twice 2nd time I used IGT 400	6:30	11:15
" "	" "	10 11 12 13	11:45	1:25
" "	" "	14 A & B 15 16	1:50	4:00

QUALITY INSPECTION

COUNT

GOOD

BAD

PRINT		SHOP
	PRINT	
	DIRT	
	REG.	
	INK	
	ART	
	SCRATCHED	
	LAMIN.	
	OTHER	
	TOTAL	

PRINT QUALITY

(G) (F) (P)

EXPLANATION

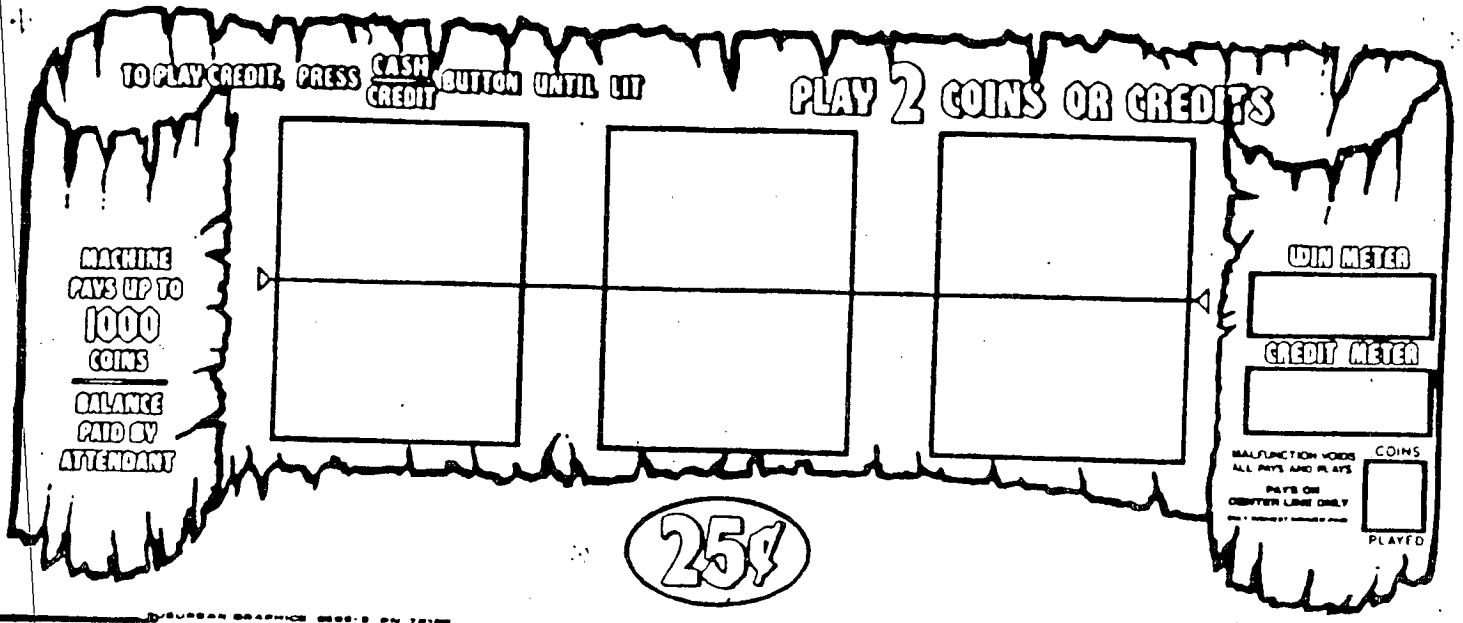
SUPERVISOR

TIC 1128

Gold Nugget

LAYOUT NO. 21693-E

For 2 coin machine w/ T-bars



PART NO. 72203 **PART NO.** **MODEL REF. NO.**

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER: 8 1/4 x 19 3/8 IGT

REEL GLASS | **VARIATIONS:**

COLORS:

MAIN BACKGROUND KP 2113 Blue/SG 207 Yellow

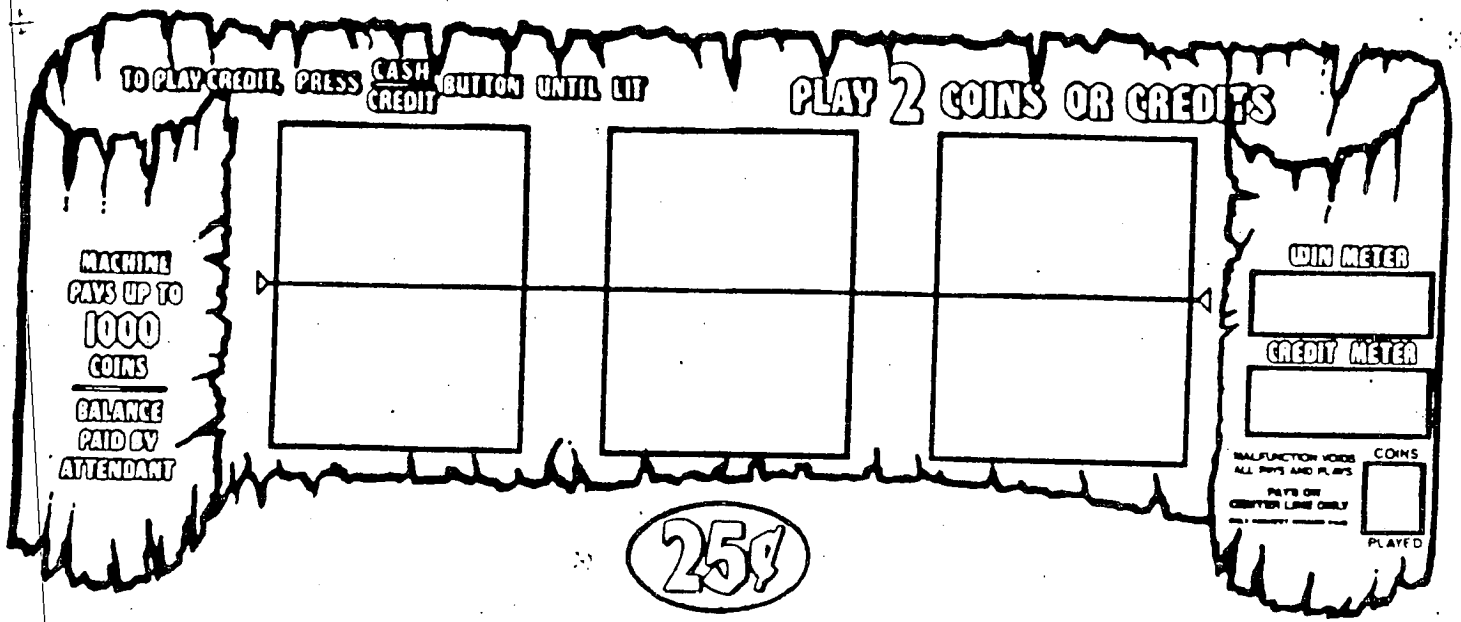
1 Gold
2 HL 710 Black
3 HL 520 Dk Red
4 HL 502 Red
5 SG 205 Orange
6 IL 134 Yellow
7 SG 207 Yellow
8 KP 2024 Red
9 KP 2113 Blue
10 IGT 500 Blue
11 KP 29920 White
12 Opaque
13
14
15

TIC 1129

Golden Nugget

LAYOUT NO. 3692-E

For: 2 coin machine w/ 5 bars



PART NO. 72195 **PART NO.** **MODEL REF. NO.**

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER: 8 1/4 x 19 3/8 IGT

REEL GLASS | **VARIATIONS:**

COLORS:

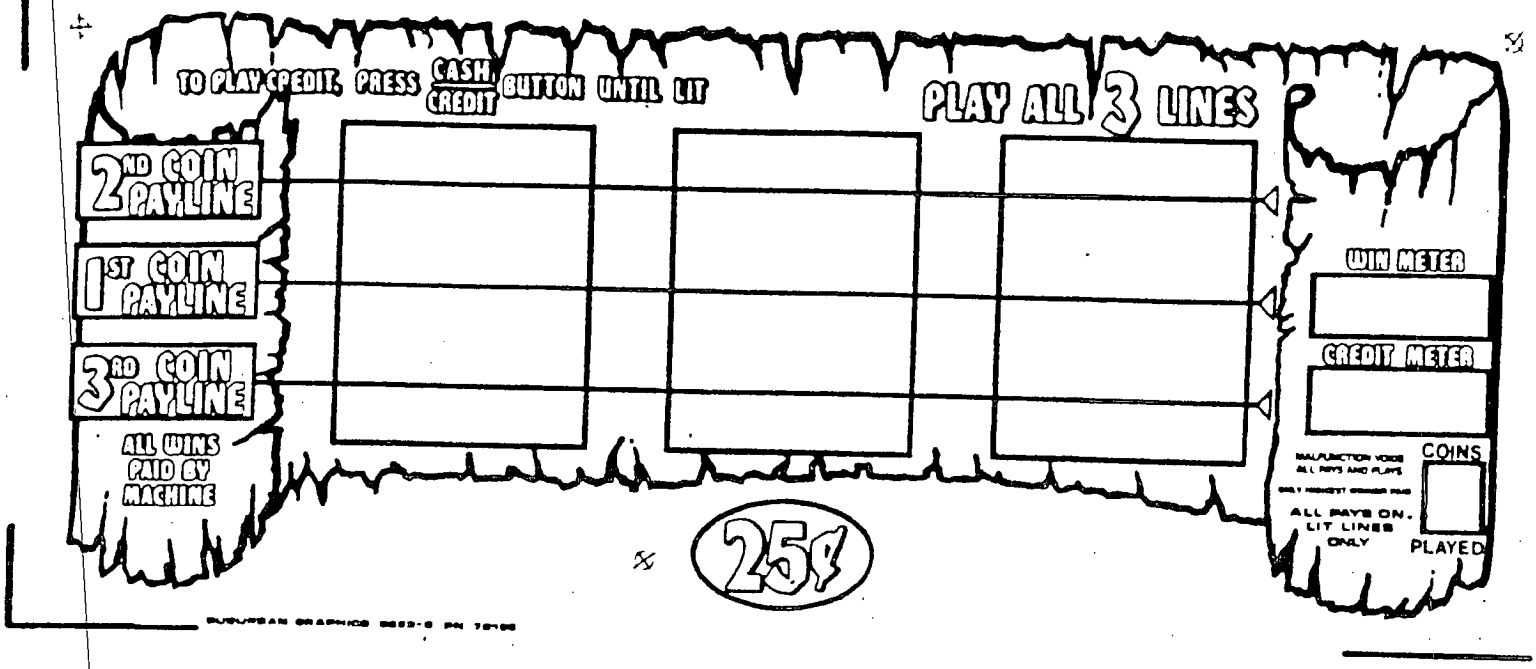
MAIN BACKGROUND KP 2113 Blue/SG 207 Yellow

1	Gold	6	IL 134 Yellow	11	KP 29920 White
2	HL 710 Black	7	SG 207 Yellow	12	Opaque
3	HL 520 Dk Red	8	KP 2024 Red	13	
4	HL 502 Red	9	KP 2113 Blue	14	
5	SG 205 Orange	10	IGT 500 Blue	15	

TIC 1130

Golden Nugget

LAYOUT NO. 2693-E



PART NO. 72196 **PART NO.** **MODEL REF. NO.**

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER: 8 1/4 x 19 3/8 IGT

REEL GLASS | **VARIATIONS:**

COLORS:

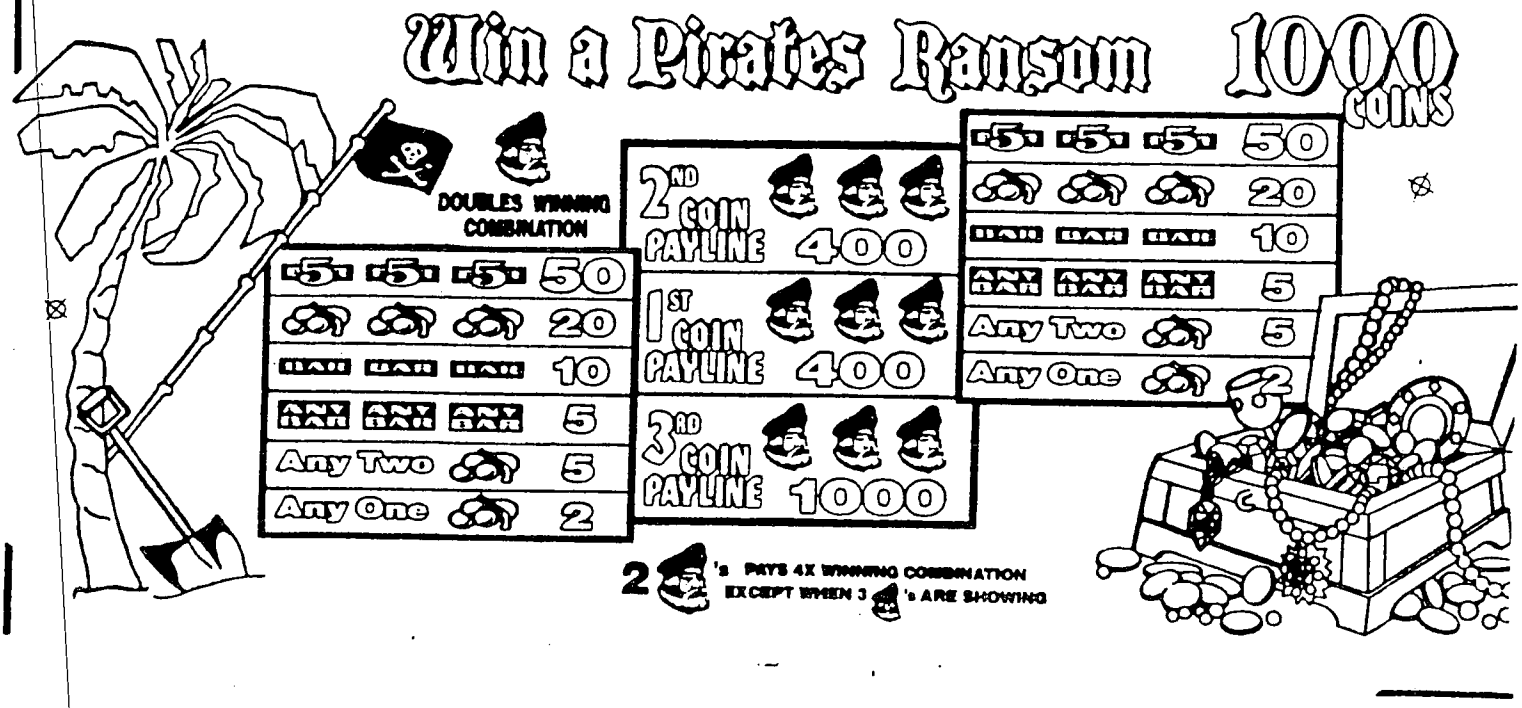
MAIN BACKGROUND KP 2113 Blue / SG207 Yellow

1 Gold
2 HL 710 Black
3 HL 520 Dk Red
4 HL 502 Red
5 SG 205 Orange
6 IL 134 Yellow
7 SG 207 Yellow
8 KP 2024 Red
9 IGT 400 Green
10 KP 2113 Blue
11 IGT 500 Blue
12 KP 29920 White
13 Opaque
14
15

TIC 1131

Golden Nugget

LAYOUT NO. 2700-E



PART NO. 73411 **PART NO.** **MODEL REF. NO.**

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER: 19 1/2 x 9 3/16

REEL GLASS | **VARIATIONS:**

TIC 1132

COLORS:

MAIN BACKGROUND KP 2113 blue / IGT 500 blue / HL 207 yellow

1 HL-710 black
2 gold
3 SG-701 smoke
4 SG-806 brown
5 HL-520 dark red
6 IGT 400 green
7 HL-502 red
8 SG-804 dk flesh
9 SG-109 flesh
10 SG-205 yellow
11 HL 207 yellow
12 KP-2113 blue
13 IGT 500 blue
14 SG-804 light brown
15 SG 1030 pearl
16. KP-29920 white

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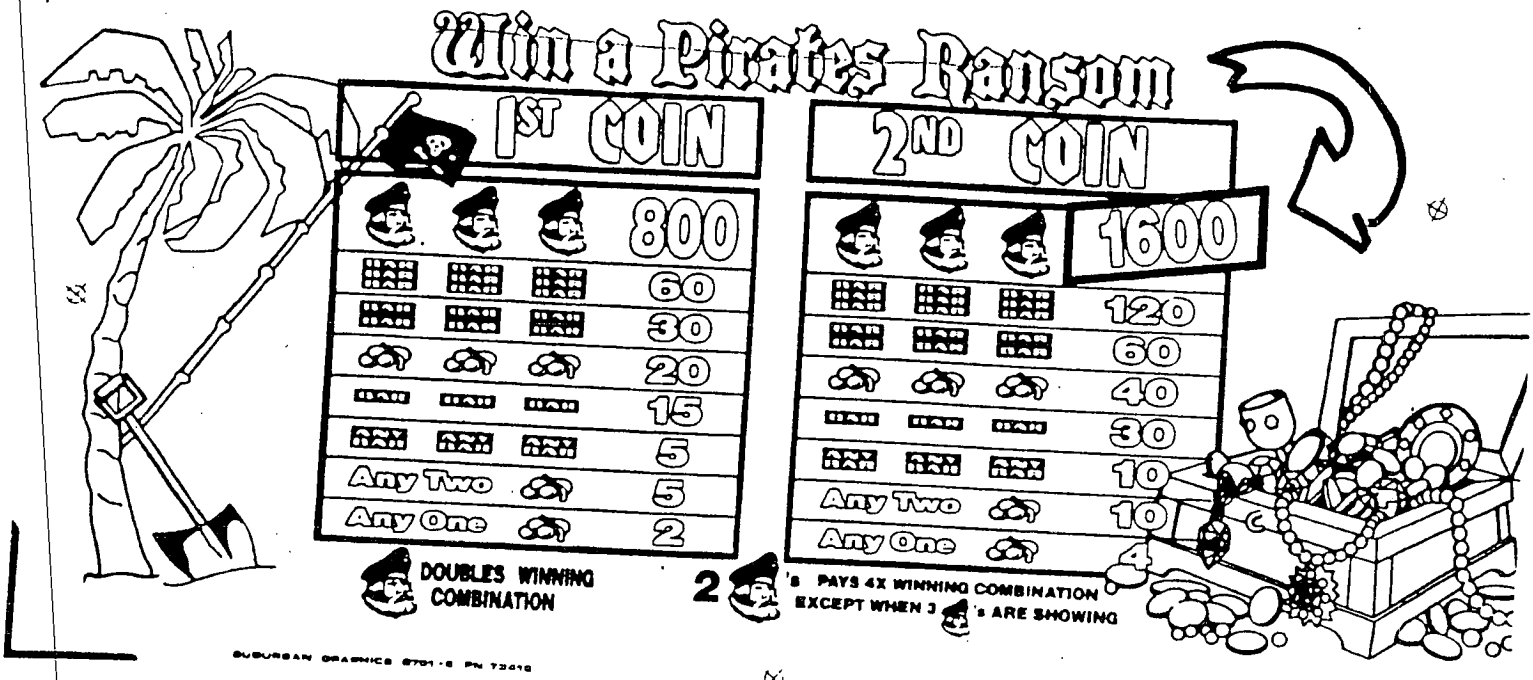
Golden Nugget LAYOUT NO. [illegible]

PlAy 2 c Win a Pirates Ransom



SUBURBAN GRAPHICS 8701-S PN 73412

PART NO. 73412 **PART NO.** **MODEL REF. NO.**

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER: 19 1/2 x 9 3/16

REEL GLASS | **VARIATIONS:** Run #8 - mixture between SG-806 and SG-109 flesh.

TIC 1133

COLORS:

MAIN BACKGROUND KP-2113 blue IGT 500 blue / -1HL207 yellow

1 HL-710 black
2 gold
3 SG-701 smoke
4 SG-806 brown
5 HL-520 dark red
6 IGT 400 green
7 HL-502 red
8 SG 804 dk flesh
9 SG-109 flesh
10 SG-205 yellow
11 HL 207 yellow
12 KP 2113 blue
13 IGT 500 blue
14 SG804 light brown
15 SG1030 pearl
16 KP-29920 white

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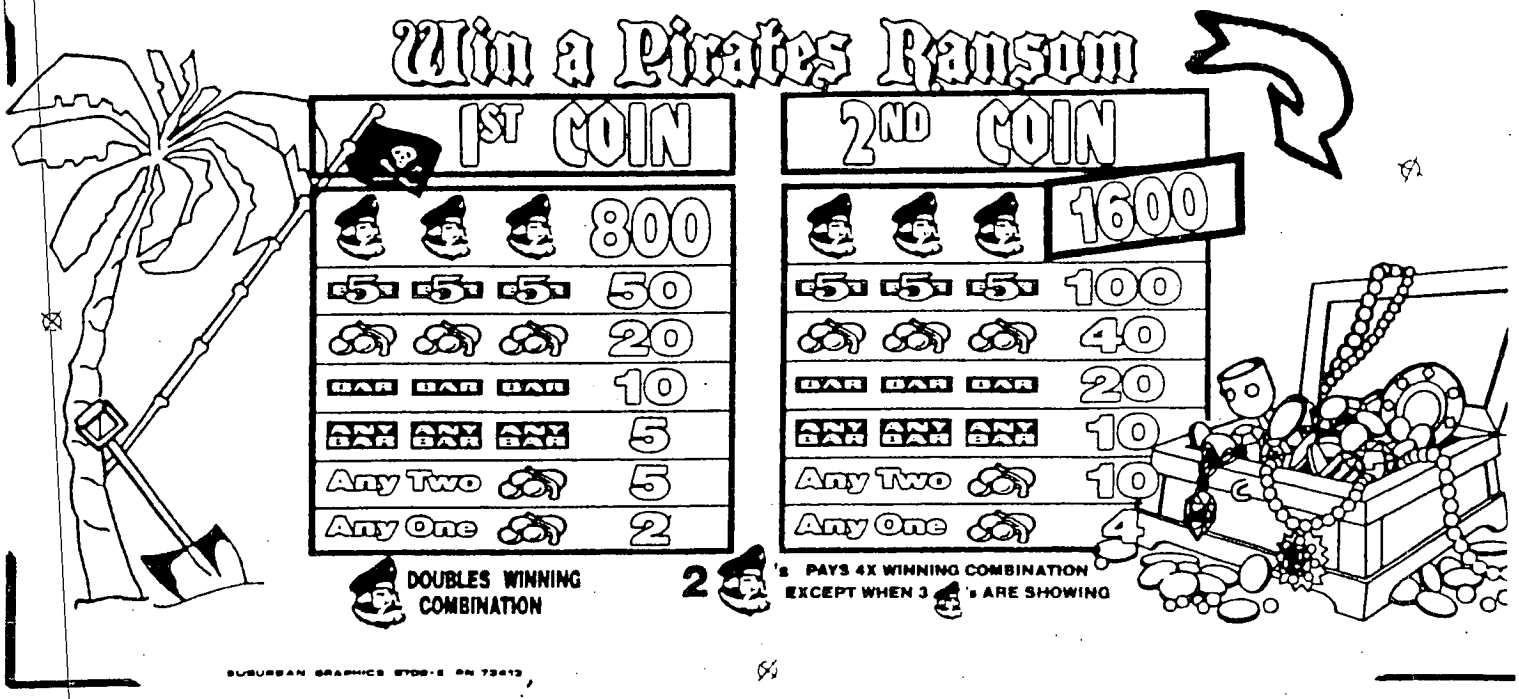
Golden Nugget

LAYOUT NO. 2702-E



PART NO.	PART NO.	MODEL REF. NO.
73413		

SIZE AVAILABLE:

7 1/4 x 13 3/4	8 x 15 1/4	35 8 x 20 1/4	33 8 x 19 1/2	23 8 x 17
25 8 x 17 5/8	24 8 5/8 x 17	34 8 5/8 x 19 1/2	14 x 19 1/2	

OTHER: 19 1/2 x 9 3/16

REEL GLASS

VARIATIONS: * 8. mixture between SG 109 & SG 806

TIC 1134

COLORS:

MAIN BACKGROUND KP-2113 blue w/ IGT 500 blue / HL 207 yellow

1 HL-710 black	6 IGT 400 green	11 HL 207 yellow
2 gold	7 HL 502 red	12 KP-2113 dk blue
3 [redacted]	8* [redacted]	13 IGT 500 lt blue
4 SG-806 brown	9 [redacted]	14 SG 804 light brown
5 HL-520 dark red	10 SG-205 yellow	15 SG 1030 pearl
		16 KP-29920 white

Suburban Lica, Inc. 2901 S. HIGHLAND, #13-C

DAN HUGHES

Customer: Mirage / G. N. Layout#: 2691-E

GLASS LAYOUT

Customer Part#: S.G. Part#: 71475
Manuf.: Model#:
Size: 9 5/8 x 20 3/8
Variations:

TIC 1135

COLORS:

Main Background:

1. HL-710 black
2. gold
3. SG-701 smoke
4. IGT 400 green
5. HL-520 red
6. IGT 400 green
7. HL-502 red
8. HL-207 yellow
9. SG 806 brown
10. SG-109 flesh
11. SG 104 flesh
12. SG-1057 purple
13. SG 1059 purple
14. KP 2113 dk blue
15. IGT 500 lt blue
KP-29920 white

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JOB # 4064 CUSTOMER Manise LAYOUT # 2691-E PART #

DUE DATE ~~ASAP~~ 10/20

ART UP ○ SAMPLE PROVIDED (Y) (N) INITIALS

STOCK PREP'D ○ COLOR SHEET

- ☒ 3/16 CLEAR
- ○ UPM
- ○ TEMPERED
- ○ PLEX
- ○ PRES. SENSE
- ○ WHITE POLY
- ○ CLEAR POLY
- ○ LEXAN
- ○ FROSTED LEXAN
- ○ WH. PRES. SENSE
- ○ OTHER

STOCK SIZE 9 5/8 x 20 3/8 L.M.

QTY NEEDED 18 L.M.

QTY PRINTED ~~23~~ 250 L.M.

SPECIAL INSTRUCTIONS: Ran # 4 Twice 2nd time I used IGT 400

DATE	PRINTER/ARTIST	RUNS NUMBERED	START	STOP
10-16	Linda M.	1	10:45	11:10
10:17	" "	2 3 4 5 6 7 8 9 Ran # 4 twice 2nd time I used IGT 400	6:30	11:15
" "	" "	10 11 12 13	11:45	1:25
" "	" "	14 A + B 15 16	1:50	4:00

QUALITY INSPECTION

COUNT

GOOD

BAD

PRINT		SHOP
	PRINT	
	DIRT	
	REG.	
	INK	
	ART	
	SCRATCHED	
	LAMIN.	
	OTHER	
	TOTAL	

PRINT QUALITY

(G) (F) (P)

EXPLANATION

TIC 1136

SUPERVISOR

Golden Nugget

LAYOUT NO. 2691-E

PART NO. 71373 PART NO. MODEL REF. NO.

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER: _____

TIC 1137

REEL GLASS | VARIATIONS:

*Print halftone after printing water; do not combine run

COLORS:

MAIN BACKGROUND

1 HL 710 Black
2 Gold
3 SG 701 Smoke
4 SG 527 Blue-Green
5 HL 520 Red
6 IGT 400 Green
7 HL 502 Red
8 HL 207 Yellow
9 SG 806 Brown
10 SG 109 Flesh
11 Pt 473 Lt. Flesh
12 SG 1057 Purple
13 SG 1057 Purple
*14 A+B RP 2113 Dk Blue
15 IGT 500 Lt Blue
16 KP 89920 White

DAN HUGHES

Suburban Inc. 2901 S. HIGHLAND #13-C

Golden Nugget LAYOUT NO. 2/G-E

PART NO. 71384 **PART NO.** **MODEL REF. NO.**

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER: 7 7/8 x 15

REEL GLASS | **VARIATIONS:** * 2 different halftone patterns for run #14

TIC 1138

COLORS:

MAIN BACKGROUND KP-2113 blue / IGT 500 blue / HL 207 yellow

1 HL-710 black
2 gold
3 SG-701 smoke
4 SG-527 BLUE/GREEN
5 HL-520 dk red
6 IGT 400 GREEN
7 HL-502 red
8 HL 207 yellow
9 SG-806 brown
10 SG-109 flesh
11 PT 473 light flesh
12 SG 1057 purple
13 SG 1057 purple
14 KP-2113 dk blue
15 IGT 500 light blue
16 KP-29920 white

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PART NO. [redacted] **PART NO.** 71475 **MODEL REF. NO.**

SIZE AVAILABLE:

1/4 x 13 3/4	8 x 15 1/4	35 8 x 20 1/4	33 8 x 19 1/2	23 8 x 17
25 8 x 17 5/8	24 8 5/8 x 17	34 8 5/8 x 19 1/2	14 x 19 1/2	

OTHER: _____

REEL GLASS

VARIATIONS: * Print the halftone after printing the water. (Do not combine runs.)

COLORS:

MAIN BACKGROUND

1 HL 710 Black	6 IGT 400 Green	11 ~~RP 4113 Lt Flesh~~ SG 104
2 Gold	7 HL 502 Red	12 SG 1057 Purple
3 SG 701 Smoke	8 HL 207 Yellow	13 SG 1057 Purple *(A+B (2 runs))
4 SG 527 Blue-Green	9 SG 806 Brown	14 RP 2113 Dk Blue
5 HL 520 Red	10 SG 109 Flesh	15 IGT 500 Lt Blue
		16 RP 29920 White

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TIC 1139

Treasure Isle

DATE Aug 23 '89 CHARGE ✓ COD

CUSTOMER CONTACT Andrew Pasce

DUE DATE Sept 20 '89 PHONE #

ORDER QTY	DESC	PART #	LO #	PRINTED STOCK		SIZE
6	AWARD GLASS	73412	2701-E		G M P	9 3/16 x 19 1/2
6	" "	73411	2700-E		G M P	" "
6	" "	73413	2702-E		G M P	" "
18	Belly glass	71373	2691-E		G M P	
6	Reel glass 2C/TB	72203	2692-E		G M P	8 1/4 x 19 3/8
6	Reel glass 3 line	72196	2693-E		G M P	" "
6	Reel glass	72195	2692-E		G M P	" "
6	strips	40788 40789	754-S		~~G M P~~	Keith?
6	strips	40790 40791 40792	755-S		~~G M P~~	
6	strips	40786 40787	753-S		~~G M P~~	
					G M P	
					G M P	

SHIP TO

VIA: DELIVER / PICK UP
UPS - REG / AIR
FED EX - STAND / 1 DAY
YELLOW / ANDERSON / AIR
OTHER

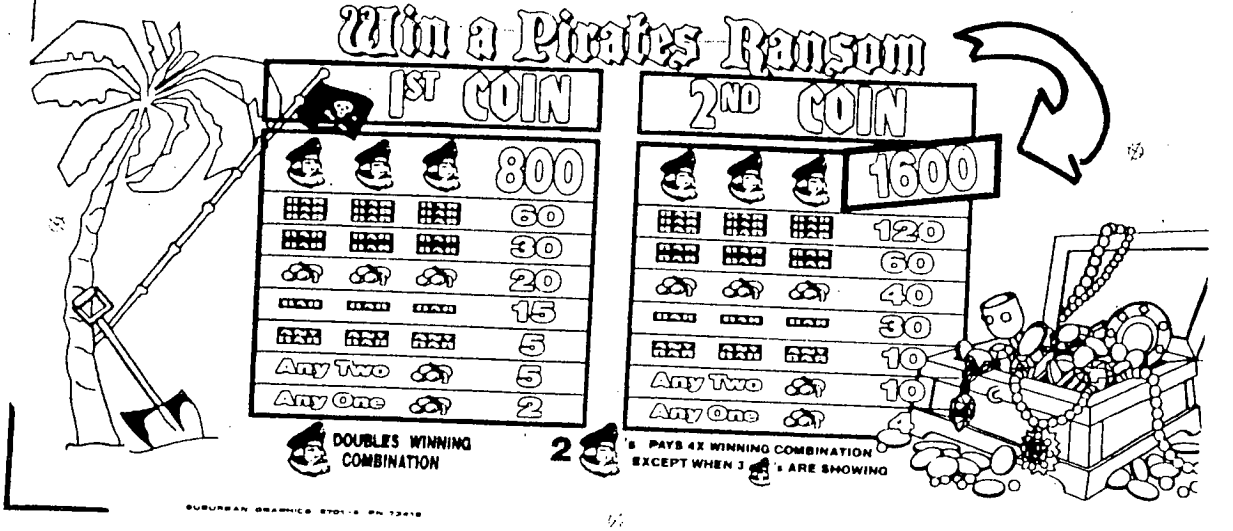
COLLECT
PREPAID
INSURANCE
VALUE $

same before part nu

Golden Nugget

LAYOUT NO. 2701-E

Play 2 c Win a Pirate Ransom



PART NO. 73412 **PART NO.** **MODEL REF. NO.**

SIZE AVAILABLE:

7 1/4 x 13 3/4	8 x 15 1/4	35 8 x 20 1/4	33 8 x 19 1/2	23 8 x 17
25 8 x 17 5/8	24 8 5/8 x 17	34 8 5/8 x 19 1/2	14 x 19 1/2	

OTHER: 19 1/2 x 9 3/16

REEL GLASS | **VARIATIONS:** Run #8 - mixture between SG-806 and SG-109 flesh.

COLORS:

MAIN BACKGROUND KP-2113 blue IGT 500 blue / -1HL207 yellow

1 HL-710 black	6 IGT 400 green	11 HL 207 yellow
2 gold	7 HL-502 red	12 KP 2113 blue
3 SG-701 smoke	8 SG 804 dk flesh	13 IGT 500 blue
4 SG-806 brown	9 SG-109 flesh	14 SG804 light brown
5 HL-520 dark red	10 SG-205 yellow	15 SG1030 pearl 16 KP-29920 white

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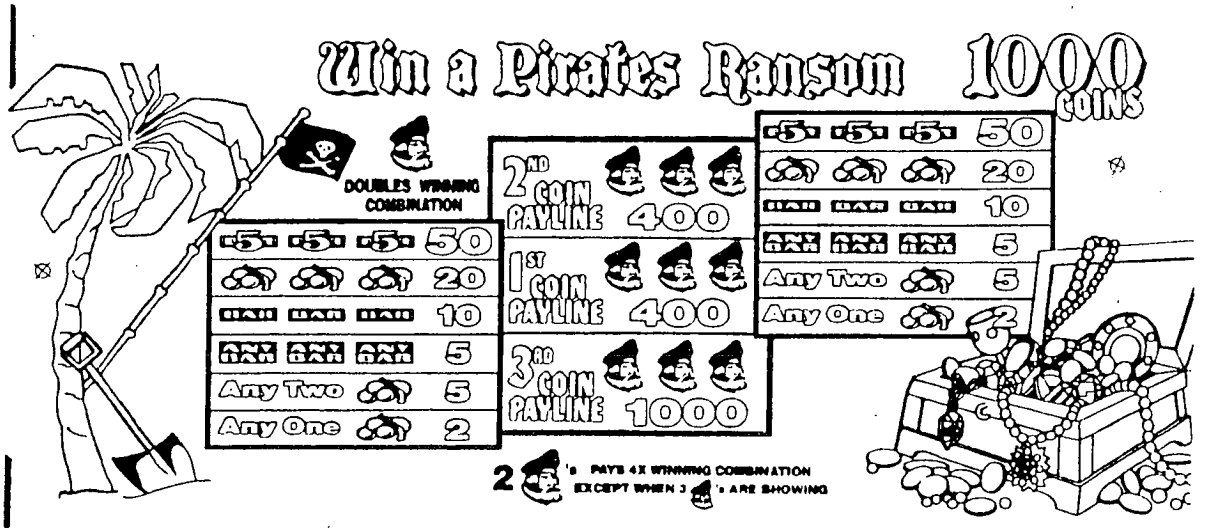
TIC 1141

Golden Nugget

LAYOUT NO. 2700-E



PART NO.	PART NO.	MODEL REF. NO.
73411		

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER: 19 1/2 x 9 3/16

REEL GLASS | **VARIATIONS:**

COLORS:

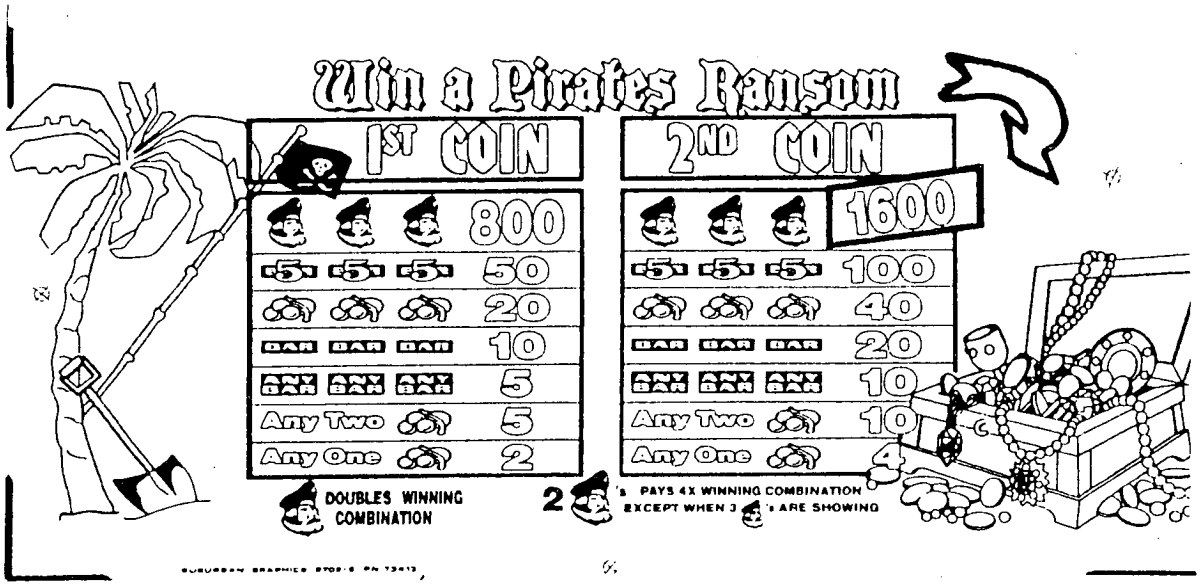
MAIN BACKGROUND KP 2113 blue / IGT 500 blue / HL 207 yellow

1 HL-710 black
2 gold
3 SG-701 smoke
4 SG-806 brown
5 HL-520 dark red
6 IGT 400 green
7 HL-502 red
8 SG-804 dk flesh
9 SG-109 flesh
10 SG-205 yellow
11 HL 207 yellow
12 KP-2113 blue
13 IGT 500 blue
14 SG-804 light brown
15 SG 1030 pearl
16. KP-29920 white

Inc. 2901 S. HIGHLAND, #13-C TIC 1142
DAN HUGHES

Golden Nugget

LAYOUT NO. 2702-E



PART NO. 73413 **PART NO.** **MODEL REF. NO.**

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER: 19 1/2 x 9 3/16

REEL GLASS | **VARIATIONS:** * 8 mixture between SG 109 & SG 806

COLORS:

MAIN BACKGROUND KP-2113 blue w/ IGT 500 blue / HL 207 yellow

1 HL-710 black
2 gold
3 ~~SG-101 smoke~~
4 SG-806 brown
5 HL-520 dark red
6 IGT 400 green
7 HL 502 red
8* ~~SG 804 HL flesh~~
9 ~~[illegible] flesh~~
10 SG-205 yellow
11 HL 207 yellow
12 KP-2113 dk blue
13 IGT 500 lt blue
14 SG 804 light brown
15 SG 1030 pearl
16 KP-29920 white

Suburban Lith. Inc. 2901 S. HIGHLAND, #13-C

DAN HUGHES

TIC 1143

Golden Nugget LAYOUT NO. 2691-E

PART NO. 71373 PART NO. MODEL REF. NO.

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER: _____

REEL GLASS | VARIATIONS:

COLORS:

MAIN BACKGROUND

1 HL 710 Black
Gold
SG 701 Smoke
527 Blue-Green
70 Red

6 IGT 400 Green
7 HL 502 Red
8 HL 207 Yellow
9 SG 806 Brown
10 SG 109 Flesh

11 PT 473 Lt Flesh
12 SG 1057 Purple
13 SG 1057 Purple
14 KP 2113 Dk Blue
15 IGT 500 Lt Blue
16 KP 29920 White

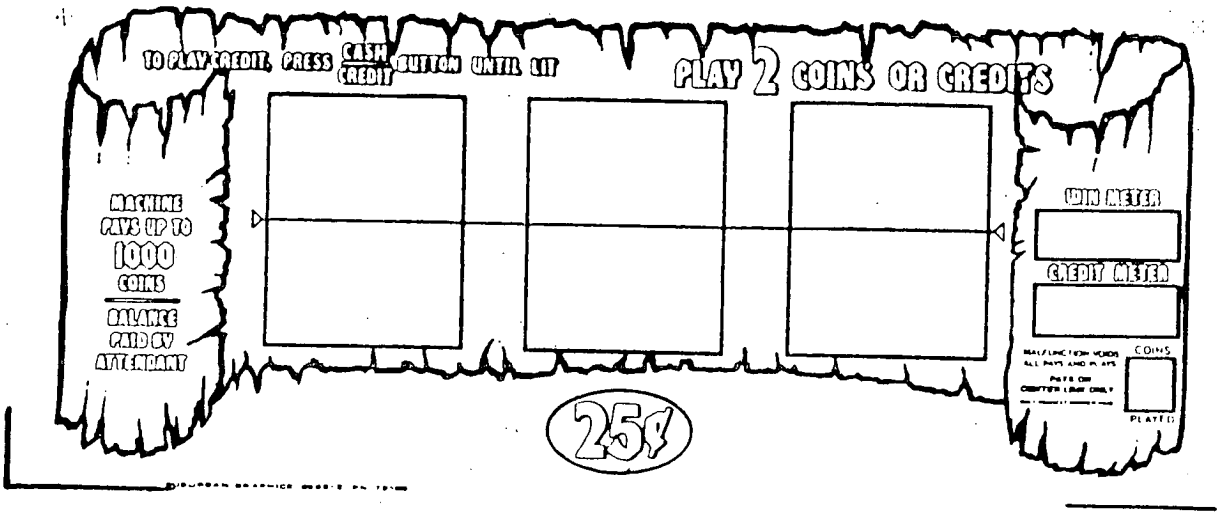
DAN HUGHES

TIC 1144

Gaulden Hogget

LAYOUT NO. 2692-E

For 2 coin machine w/ T-bars



PART NO.	PART NO.	MODEL REF. NO.
72203		

SIZE AVAILABLE:

7 1/4 x 13 3/4	8 x 15 1/4	35 8 x 20 1/4	33 8 x 19 1/2	23 8 x 17
25 8 x 17 5/8	24 8 5/8 x 17	34 8 5/8 x 19 1/2	14 x 19 1/2	

OTHER: 8 1/4 x 19 3/8 IGT

REEL GLASS	VARIATIONS:

COLORS:

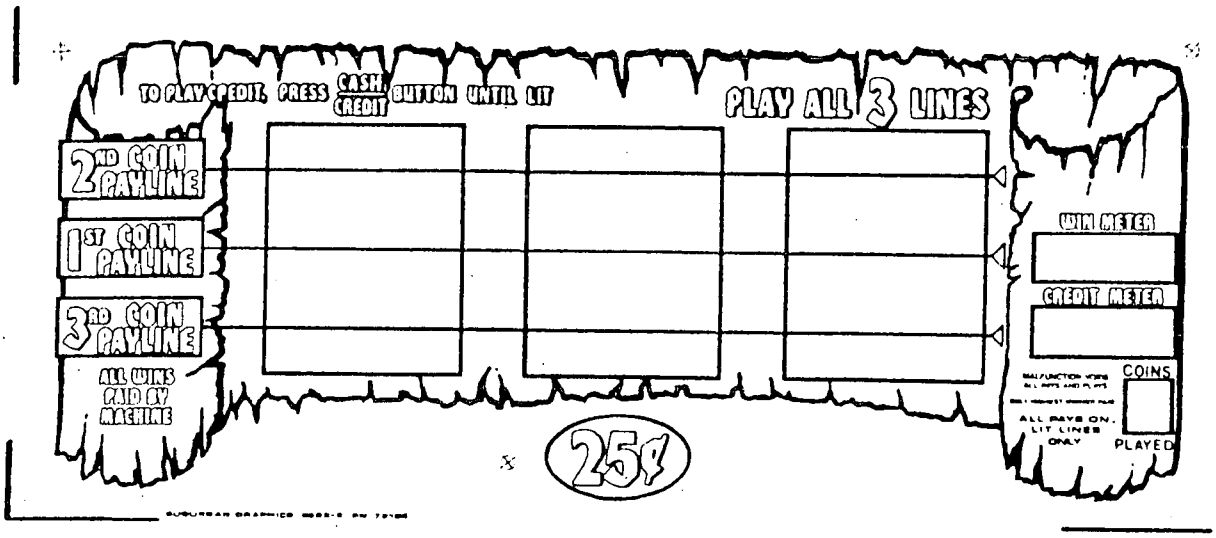
MAIN BACKGROUND KP 2113 Blue/SG 207 Yellow

1 Gold	6 IL134 Yellow	11 KP 29920 White
2 HL 710 Black	7 SG 207 Yellow	12 Opaque
3 HL 520 Dk Red	8 KP 2024 Red	13
4 HL 502 Red	9 KP 2113 Blue	14
5 SG 205 Orange	10 IGT 500 Blue	15

TIC 1145

Golden Nugget

LAYOUT NO. 2693-E



PART NO. 72196 PART NO. MODEL REF. NO.

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER: 8 1/4 x 19 3/8 IGT

REEL GLASS | VARIATIONS:

COLORS:

MAIN BACKGROUND KP 2113 Blue / SG207 Yellow

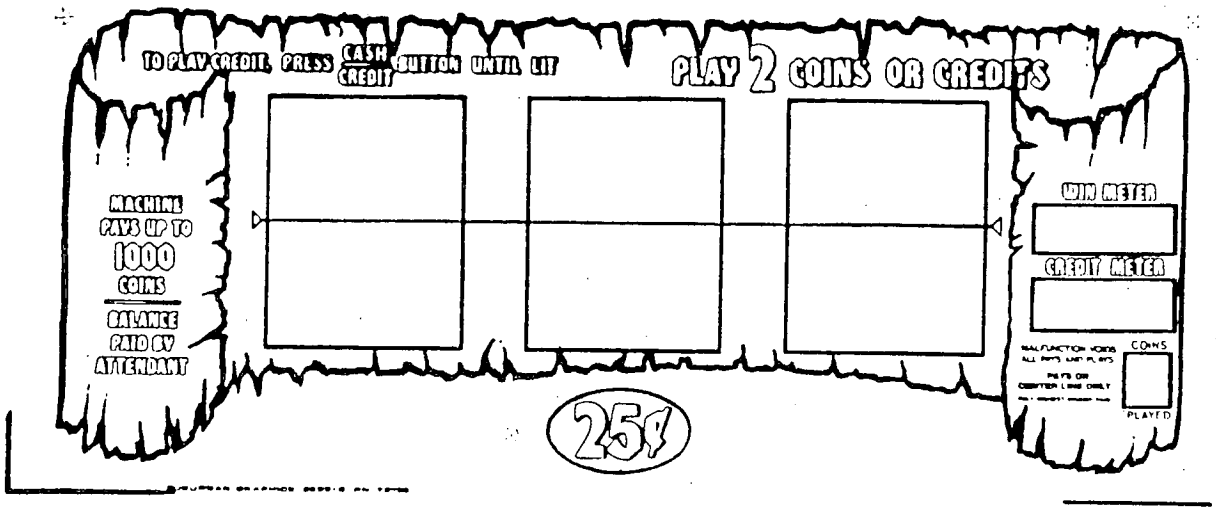
1 Gold	6 IL 134 Yellow	11 IGT 500 Blue
2 HL 710 Black	7 SG 207 Yellow	12 KP 29920 White
3 HL 520 Dk Red	8 KP 2024 Red	13 Opaque
4 HL 502 Red	9 IGT 400 Green	14
5 SG 205 Orange	10 KP 2113 Blue	15

TIC 1146

Golden Nugget

LAYOUT NO. 3692-E

For: 2 coin machine w/ 5 bars



PART NO.	PART NO.	MODEL REF. NO.
72195		

SIZE AVAILABLE:

7 1/4 x 13 3/4 | 8 x 15 1/4 | 35 8 x 20 1/4 | 33 8 x 19 1/2 | 23 8 x 17

25 8 x 17 5/8 | 24 8 5/8 x 17 | 34 8 5/8 x 19 1/2 | 14 x 19 1/2

OTHER: 8 1/4 x 19 3/8 IGT

REEL GLASS | **VARIATIONS:**

COLORS:

MAIN BACKGROUND KP 2113 Blue/SG 207 Yellow

1 Gold	6 IL 134 Yellow	11 KP 29920 White
2 HL 710 Black	7 SG 207 Yellow	12 Opaque
3 HL 520 Dk Red	8 KP 2024 Red	13
4 HL 502 Red	9 KP 2113 Blue	14
5 SG 205 Orange	10 IGT 500 Blue	15

TIC 1147

48995

☐ GOODS
☐ SERVICES
☒ GOODS AND SERVICES

GOLDEN NUGGET

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

PURCHASE REQUISITION

CHARGE TO	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Marketing	M-4771						4/1/93	4310

RECOMMENDED SUPPLIERS

1 Graphics West
Creative Graphics
2 Bonanza

DELIVERY REQUESTED 4/15/93 RUSH

FOR PURCHASING DEPARTMENT USE

PURCHASE ORDER NUMBER

SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
5M	ea	TREASURE ISLAND SLOT TOURNAMENT INVITE		
5M	ea	ENVELOPES		
		*See spec sheet for additional information		

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED ☐ YES ☐ NO

ESTIMATED COST

REASON FOR PURCHASE:

Pascal - Treasure Island Exhibit 7

Prairie Island Indian Community v. Treasure Island Corp.

Opposition Nos: 91115866 and 91157981

SHIP TO: The Mirage
Care of Stephanie Ishii
Special Events

SHIP VIA

REQUESTED BY Ken Hofbauer 53991
APPROVED D Young 40180
APPROVED
APPROVED

TIC 1191

ART DEPT.

SPECIFICATION SHEET

M-# 4771 REMARKS:

Prepared by: Ken Hofbauer

Dept. Slot Marketing

Date: 3/31/93

Del. 4/15/93

F.D.

Hotel Mirage

PROJECT: TREASURE ISLAND SLOT TOURNAMENT INVite

SIZE: 8 1/8" X 16 1/4" QUANTITY: 5,000

folds to: 8 1/8" X 8 1/8"

STOCK: Centura Gloss Cover, 100lb

DIE SIZE: NEW EXISTING #

NEW EXISTING #

NEW EXISTING #

SEPARATIONS: Inside spread reflective art 8 1/8" X 16 1/4"

COVER: Reflective art at 12 1/2" X 12 1/2" reduces to 8 1/8" X 8 1/8"

PRINTING & FINISHING: SIDE 1: Four color process, match five PMS colors, full bleed, flood gloss varnish.

SIDE 2: Four color process, two PMS color matches, full bleed, flood matt varnish

Art Dept. must approve all color separations

ENVELOPE: QUANTITY 5,000

SIZE: 8 1/2" X 8 1/2" folded CUSTOM DIE # C-34

Custom - 18 3/4" X 11 1/2" Flat

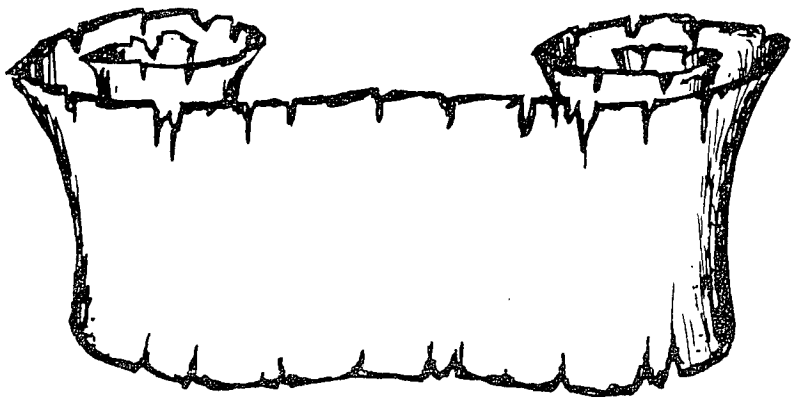
STOCK: Sundance Vellum Cover, 65lb Indian Ivory UC-114

PRINTING: Two PMS colors, one side, no bleeds. One PMS color inside, bleeds

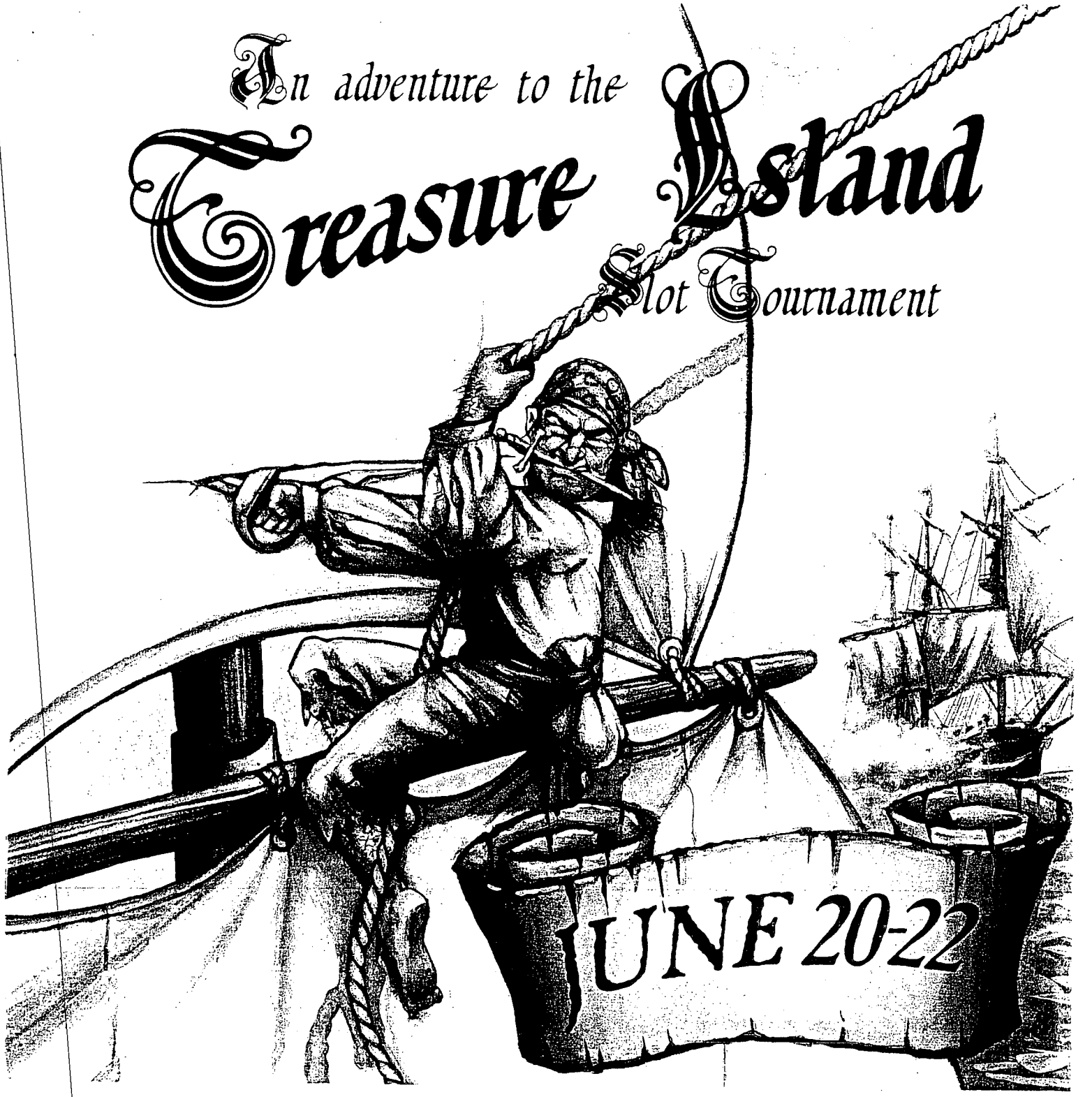
FINISHING: Scores four times, folds four times, glues in two places; stuff and seal

TIC 1192

Treasure Island
Club Mirage
P.O. Box 7777
Las Vegas, NV 89177



An adventure to the Treasure Island Slot Tournament



TIC 1195

Avast Ye Mates!

Hoist the crossbones! Fire the cannons! Roll out the rum! Treasure awaits you at The Mirage's "Treasure Island" slot tournament Sunday, June 20 through Tuesday, June 22, 1993.

300 buccaneers weigh anchor at The Mirage for a bit of trouble. For a mere entry fee of **$650**, *these pirates will plunder over* **$170,000** *in treasure. The nastiest swashbuckler of all will set sail for the high seas with a grand bounty of* **$20,000**. *All hands on deck, for Everyone Is A Winner. Here's what awaits:*

Prize Structure

1st Place Winner	**$20,000**
2nd Place Winner	**15,000**
3rd Place Winner	**12,500**
4th Place Winner	**7,500**
5th & 6th Place Winners	5,000 ea.
7th-10th Place Winners	3,000 ea.
11th-14th Place Winners	2,500 ea.
15th-20th Place Winners	2,000 ea.
21st-28th Place Winners	1,000 ea.
29th-40th Place Winners	750 ea.

40 Finalists	$116,000
41st-60th Place Winners	500 ea.
61st-85th Place Winners	400 ea.
86th-115th Place Winners	300 ea.
116th-200th Place Winners	200 ea.
201st-300th Place Winners	100 ea.
260 Preliminary Winners	$56,000
Total Cash Prizes	**$172,000**

TIC 1196

Tournament Format

You will compete in three preliminary sessions. The scores from each session will be tabulated by our Galley Hands and combined to determine the 40 contestants who will participate in the finals. Each of the finalists will compete for their share of **$116,000.**
Prize structure is based on a minimum of 275 participants.

Entry Fee

This high seas adventure and search for buried treasure will cost **$650.00.**
A **$400.00** *deposit is due by Monday, June 7, 1993 to guarantee your registration as a low-down, dirty pirate. Your fee includes land accommodations for three nights, a treasure from the deep, the Jolly Mirager Luncheon, the Treasure Island Awards Banquet, and an added swashbuckling surprise for our top ten buccaneers.*

Call the "Scurvy Lads and Ladies" at Port Club Mirage now on the "Buccaneer Hotline" at 1-800-937-4444 to ensure your entry.
In the event of a cancellation, deposits will be refunded until 5 p.m. Monday, June 14, 1993.
Aaaarrrrrrrrrrr!

Mirage

TIC 1198

ART DEPT.

SPECIFICATION SHEET

M -# 4771 REMARKS:

Prepared by: Ken Hofbauer

Dept. Slot Marketing

Date: 5/24/93

Del. 6/11/93

F.D.

Hotel Mirage

PROJECT: TREASURE ISLAND SLOT TOURN. SESSION CARDS

SIZE: 10 1/2" X 5" QUANTITY: 325 ea

folds to: 3 1/2" X 5"

STOCK: Hopper Cardigan 80lb Cover Camel

DIE SIZE: NEW EXISTING #

NEW EXISTING #

NEW EXISTING #

SEPARATIONS:

PRINTING & FINISHING: Two PMS colors, plus black, prints both sides

COVER SIDE - full bleed

INSIDE SPREAD - no bleeds

Scores & folds twice

ENVELOPE:

QUANTITY

SIZE:

CUSTOM DIE #

STOCK:

PRINTING:

FINISHING:

TIC 1199

The Treasure awaits for ye wretched mates!

Prize Structure

1st Place Winner $20,000

2nd place winner	$15,000
3rd place winner	12,500
4th place winner	7,500
5th and 6th place winners	5,000 ea.
7th - 10th place winners	3,000 ea.
11th - 14th place winners	2,500 ea.
15th - 20th place winners	2,000 ea.
21st - 28th place winners	1,000 ea.
29th - 40th place winners	750 ea.
40 finalists	$116,000
41st - 60th place winners	$500 ea.
61st - 85th place winners	400 ea.
86th - 115th place winners	300 ea.
116th - 200th place winners	200 ea.
201st - 300th place winners	100 ea.
260 preliminary winners	$56,000

Total Cash Prizes
$172,000

Sunday, June 20

10:00 a.m. - 8:00 p.m.
Tournament Registration and Gift Pick-Up
ST. MARTIN ROOM

6:00 p.m. - 8:00 p.m.
Practice session in the tournament arena.

Monday, June 21

Tournament play begins in the tournament arena. Each entrant will play two rounds.

Note: Remember that the top 10 scores in each of our 15 preliminary rounds will receive additional cash bonuses on the spot.

Morning Sessions

Session #	Time
1	8:00 a.m. - 8:40 a.m.
2	9:00 a.m. - 9:40 a.m.
3	10:00 a.m. - 10:40 a.m.
4	11:00 a.m. - 11:40 a.m.
5	12 noon - 12:40 p.m.

Afternoon Sessions

Session #	Time
6	1:00 p.m. - 1:40 p.m.
7	2:00 p.m. - 2:40 p.m.
8	3:00 p.m. - 3:40 p.m.
9	4:00 p.m. - 4:40 p.m.
10	5:00 p.m. - 5:40 p.m.

Tuesday, June 22

Tournament play resumes. Each entrant will play one round.

Session #	Time
11	8:00 a.m. - 8:40 a.m.
12	9:00 a.m. - 9:40 a.m.
13	10:00 a.m. - 10:40 a.m.
14	11:00 a.m. - 11:40 a.m.
15	12 noon - 12:40 p.m.

At the conclusion of round 15, each swashbuckling buccaneer's three scores will be totaled and the top forty combined scores will advance to the finals later today. Don't forget those session bonuses!!!

1:00 p.m. - 3:00 p.m.
Jolly Mirager Luncheon
BALLROOM MIRAGE

Come and join us as we announce our top forty finalists who will compete for the grand prize. The remaining 260 contestants will receive cash prizes immediately following the announcements.

Tournament Finals

3:00 p.m. - 6:00 p.m.
In the tournament arena.

Our top forty scores will return to the tournament arena. All pirates will play three rounds. At the completion of these rounds, the scores will be combined and the winners ranked by point totals.

8:00 p.m.
Treasure Island
Awards Banquet
BALLROOM MIRAGE

Monday Morning

Session # _____ Time _____
Points earned _____

Monday Afternoon

Session # _____ Time _____
Points earned _____

Tuesday Morning

Session # _____ Time _____
Points earned _____

Total Points Earned _____

You must check in at the tournament arena 30 minutes prior to your playing time.

TIC 1201

PURCHASE REQUISITION

#4431

☐ GOODS
☐ SERVICES
☒ GOODS AND SERVICES

GOLDEN NUGGET

TREASURE ISLAND

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

TIC 1202

77404

SHADED AREAS FOR PURCHASING USE ONLY

BUDGETED ☐ YES ☐ NO

CHARGE TO →

DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DATE	DEL. DATE
Slot Mktg.	M-4771					5/24/93	

PO. NUMBER

RECOMMENDED SUPPLIERS
1
2

SUPPLIER

VENDOR	
CONTACT	
DATE	
F.O.B.	
TERMS	

DELIVERY REQUESTED 6/11/93

QUANTITY	UNIT	DESCRIPTION	UNIT COST	PRICE	UNIT COST	PRICE	UNIT COST	PRICE	UNIT COST	PRICE
325	ea	TREASURE ISLAND SLOT TOURN. WELCOME LETTER								
325	ea	TURN DOWN CARDS								
325	ea	SESSION CARDS								
		*See attached spec sheets for addtional information								
		ESTIMATED COST								

SHIP TO THE MIRAGE

CARE OF Haley Fish
Special Events

SHIP VIA

REASON FOR PURCHASE Treasure Island Slot Tournament 6/20/93

REQUESTED BY Ken Hofbauer 53991

APPROVED D Young 40180

APPROVED

APPROVED

PU-01

PURCHASING

TIC 1203

ART DEPT.

SPECIFICATION SHEET

M -# 4771 REMARKS:

Prepared by: Ken Hofbauer

Dept. Slot Marketing

Date: 5/24/93

Del. 6/11/93

F.D.

Hotel Mirage

PROJECT: TREASURE ISLAND SLOT TOURNAMENT WELCOME LETTER

SIZE: 10" X 7" folds to: 5" X 7"

QUANTITY: 325 ea

STOCK: Hopper Cardigan 80lb Cover Camel

DIE SIZE:

NEW EXISTING #

NEW EXISTING #

NEW EXISTING #

SEPARATIONS:

PRINTING & FINISHING: Two PMS colors plus black, prints both sides, full bleed

Scores and folds once

ENVELOPE:

QUANTITY 325 ea

SIZE: A-7 5 1/4" X 7 1/4"

CUSTOM DIE #

STOCK: Same as above or whatever is a comparable color-Must Approve Samp

PRINTING: Prints one PMS color, one side, no bleeds

FINISHING:

Welcome letter Cover

Mirage

TIC 1204

TIC 1205

Sunday, June 20

10:00 a.m. - 8:00 p.m.
Avast Ye Maties! Weigh anchor and get ready for a bit of trouble. Your search for buried treasure draws near as you make your first stop in the St. Martin Room for a delightful "treasure from the deep."

6:00 p.m. - 8:00 p.m.
Arrrrr! Get ready for your high seas adventure in a practice session in the casino tournament arena.

Monday, June 21

First day of tournament play: the first session will begin at 8:00 a.m. Each swashbuckling buccaneer will fire their cannons in two 40-minute rounds.

Tuesday, June 22

8:00 a.m.
Second day of tournament play: Treasure Island's scurvy lads and ladies will play one round in the morning session$.

1:00 p.m. - 3:00 p.m.
"Jolly Mirager" Luncheon
Mirage Ballroom

Our top forty finalists will be announced and prepared for a final land battle in their search for buried treasure. X marks the spot!

Cash prizes will be distributed to the remaining 260 contestants.

3:00 - 6:00 p.m.
Hoist the crossbones! Fire the cannons! There's treasure to plunder and our top forty low-down, dirty pirates search for the $20,000 grand bounty.

8:00 p.m.
"Treasure Island" Awards Banquet
Mirage Ballroom

TIC 1206

Sunday, June 20

10:00 a.m. - 8:00 p.m.
Avast Ye Maties! Weigh anchor and get ready for a bit of trouble. Your search for buried treasure draws near as you make your first stop in the St. Martin Room for a delightful "treasure from the deep."

6:00 p.m. - 8:00 p.m.
Arrrrrr! Get ready for your high seas adventure in a practice session in the casino tournament arena.

Monday, June 21

First day of tournament play: the first session will begin at 8:00 a.m. Each swashbuckling buccaneer will fire their cannons in two 40-minute rounds.

Tuesday, June 22

8:00 a.m.
Second day of tournament play: Treasure Island's scurvy lads and ladies will play one round in the morning sessions.

1:00 p.m. - 3:00 p.m.
"Jolly Mirager" Luncheon
Mirage Ballroom

Our top forty finalists will be announced and prepared for a final land battle in their search for buried treasure. X marks the spot!

Cash prizes will be distributed to the remaining 260 contestants.

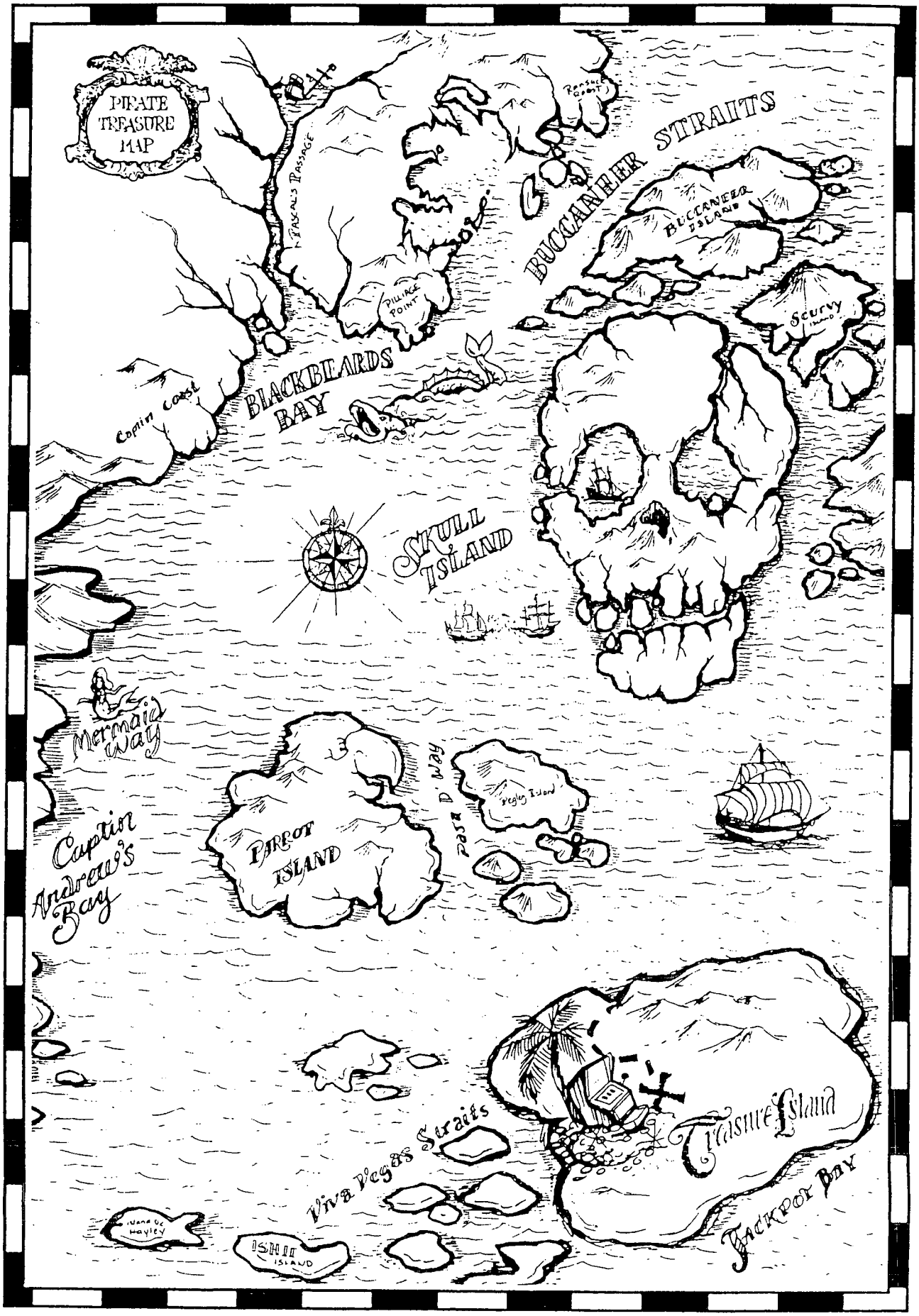
3:00 - 6:00 p.m.
Hoist the crossbones! Fire the cannons! There's treasure to plunder and our top forty low-down, dirty pirates search for the $20,000 grand bounty.

8:00 p.m.
"Treasure Island" Awards Banquet
Mirage Ballroom

map screened in background of type

type lays over in red

TIC 1207



brown ink on biege paper

REQUISITION #4430

☐ SERVICES
☒ GOODS AND SERVICES

GOLDEN NUGGET

Mirage

☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

11405

PO. NUMBER

SHADED AREAS FOR PURCHASING USE ONLY

BUDGETED	CHARGE TO →	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B	TERMS	BYR/TYP	TAX	DATE	DEL. DATE
☐ YES ☐ NO		Slot Mktg	M-4771					5/24/93	

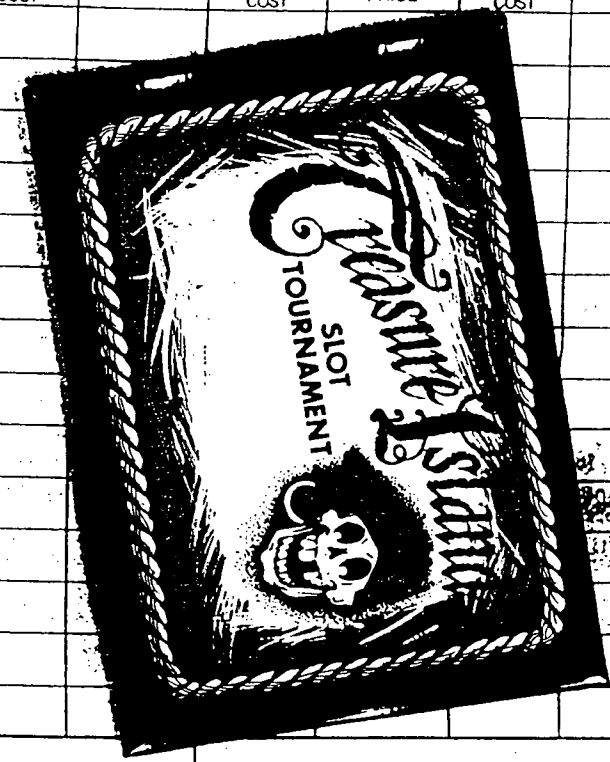
RECOMMENDED SUPPLIERS
1. CORPORATE GRAFFITI
2.

SUPPLIER

VENDOR				
CONTACT				
DATE				
F.O.B.				
TERMS				

DELIVERY REQUESTED 6/11/93

QUANTITY	UNIT	DESCRIPTION	UNIT COST	PRICE	UNIT COST	PRICE	UNIT COST	PRICE	UNIT COST	PRICE
650	ea	TREASURE ISLAND SLOT TOURN. BUTTONS								
		*See attached spec sheet for additional information								
			ESTIMATED COST							



TIC 1208

SHIP TO The Mirage

CARE OF Haley Fish
Special Events

SHIP VIA

REASON FOR PURCHASE Treasure Island Slot Tournament 6/20/93

REQUESTED BY Ken Hofbauer 53991

APPROVED [signature] 5/20/93

APPROVED

APPROVED

PU-01

PURCHASING

ART DEPT.

SPECIFICATION SHEET

Prepared by: Ken Hofbauer

M-# 4771 REMARKS:

Dept. Slot Marketing

Date: 5/24/93

Del. 6/11/93

F.D.

Hotel Mirage

PROJECT: TREASURE ISLAND SLOT TOURN. BUTTONS

SIZE: 2 1/2" X 3 1/2" QUANTITY: 650 ea

STOCK: Hopper Cardigan 24lb Writing Camel

DIE SIZE: NEW EXISTING #

NEW EXISTING #

NEW EXISTING #

SEPARATIONS:

PRINTING & FINISHING: One PMS color plus black

ENVELOPE: QUANTITY

SIZE: CUSTOM DIE #

STOCK:

PRINTING:

FINISHING:

TIC 1209

Treasure Island

DINNER MENU

Swashbucklers Salad

Treasure Island Chicken
South Pacific Vegetables

Treasures of Chocolate

Buccaneer's Bread & Butter

Captain's Coffee and Galley Tea

PURCHAS
REQUISITI

#4439

☐ GOODS
☐ SERVICES
☒ GOODS AND SERVICES

GOLDEN NUGGET

TREASURE ISLAND

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

77412

PO. NUMBER

SHADED AREAS FOR PURCHASING USE ONLY	BUDGETED ☐ YES ☐ NO	CHARGE TO →	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DATE	DEL. DATE
			Slot Mktg.	M-4771					5/27/93	6/11/93

RECOMMENDED SUPPLIERS
1.
2.

SUPPLIER

VENDOR	
CONTACT	
DATE	
F.O.B.	
TERMS	

DELIVERY REQUESTED 6/11/93

QUANTITY	UNIT	DESCRIPTION	UNIT COST	PRICE	UNIT COST	PRICE	UNIT COST	PRICE	UNIT COST	PRICE
620	ea	TREASURE ISLAND SLOT TOURNAMENT MENU								
		Size: 5" X 7"								
		Paper: Hopper Cardigan, 60lb Cover Camel								
		Printing: Two PMS colors plus black.								
		Prints one side, full bleed								
		ESTIMATED COST								

TIC 1211

SHIP TO The Mirage

CARE OF Haley Fish
Special Events

SHIP VIA

REASON FOR PURCHASE Treasure Slot Tournament 6/20/93

REQUESTED BY Ken HofBAUER 53991

APPROVED D Young 40180

APPROVED

APPROVED

U-01

PURCHASING

Posters

Mirage

ART DEPARTMENT — FAX: (702) 792-4797

TELECOPY TRANSMITTAL

DELIVER TO: Fast Signs

SENT BY: KEN HOFBAUER

TIME: 2:09 DATE: 6-7-93

NUMBER OF PAGES INCLUDING TRANSMITTAL PAGE: 10

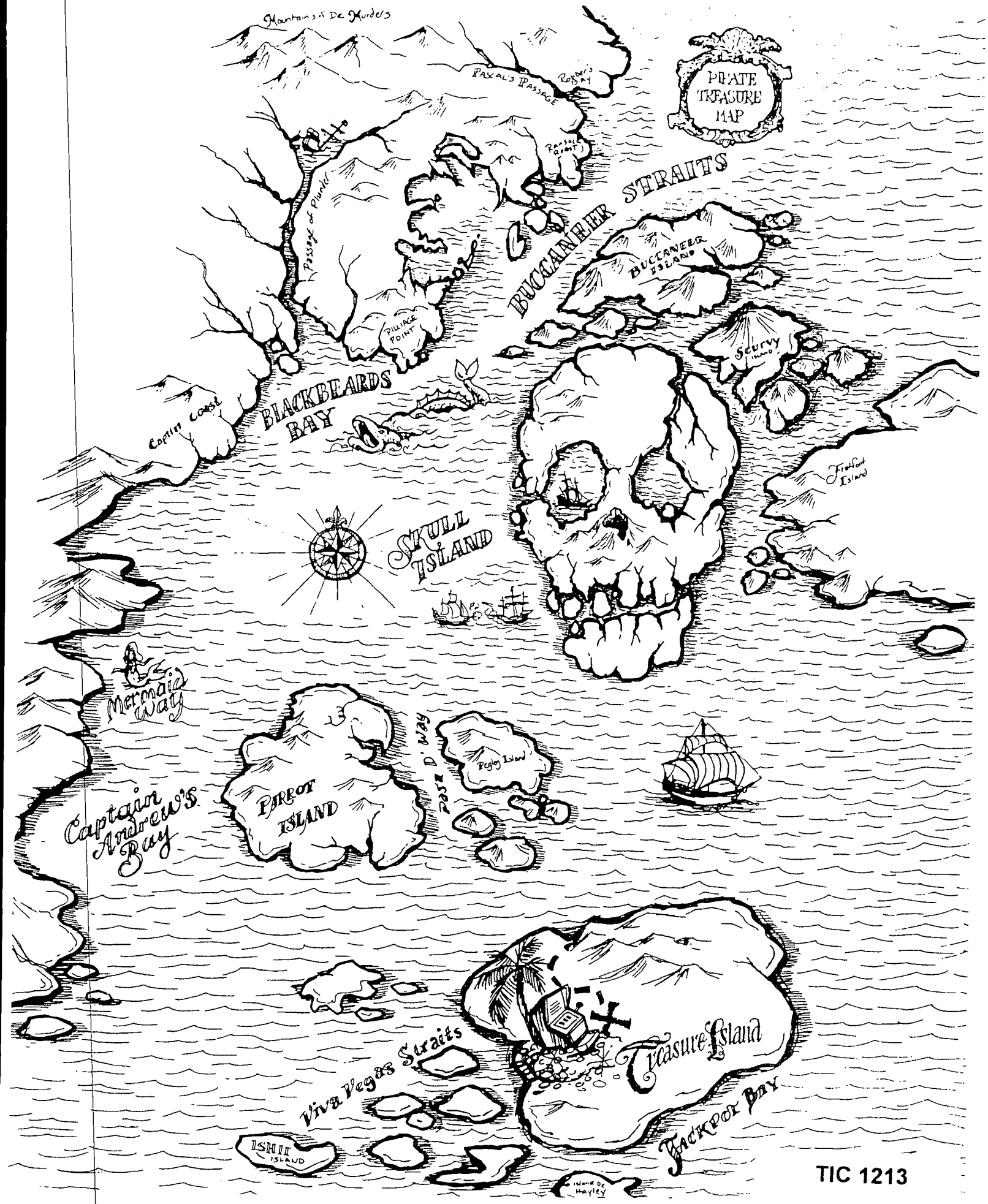
SPECIAL INSTRUCTIONS OR COMMENTS: price quote on 46 posters on 22"x28" Dark Buff #607 poster boards. Map prints in PMS 124. Type vinly cut in red

IF YOU DO NOT RECEIVE ALL THE PAGES, NOTIFY SENDER AS SOON AS POSSIBLE.

Ken Hofbauer

(702) 792-4888

TIC 1212


Mountains of De Murders
PIRATE TREASURE MAP
PASCAL'S PASSAGE
Robber's Bay
Ransack Coast
Passage of Plunder
BUCCANEER STRAITS
BUCCANEER ISLAND
PILLIAGE POINT
Scurvy Island
BLACKBEARDS BAY
Captin Coast
Flatfoot Island
SKULL ISLAND
Mermaid Way
Pasa D'Way
Pegley Island
PARROT ISLAND
Captain Andrew's Bay
Treasure Island
Viva Vegas Straits
JACKPOT BAY
ISHII ISLAND
Island De Hayley

TIC 1213

Treasure Island 2

SLOT TOURNAMENT

PRACTICE SESSION

6:00 p.m. - 8:00 p.m.
Tournament Arena

Invited Guests Only

TIC 1214

Treasure Island

SLOT TOURNAMENT

TOURNAMENT PLAY

8:00 a.m. - 6:00 p.m.
Tournament Arena

Invited Guests Only

TIC 1215

Treasure Island

SLOT TOURNAMENT

TOURNAMENT PLAY

8:00 a.m. - 12:40 p.m.
Tournament Arena

Invited Guests Only

TIC 1216

Treasure Island

SLOT TOURNAMENT

AWARDS BANQUET

8:00 p.m.

Mirage Ballroom

Invited Guests Only

TIC 1217

Treasure Island

SLOT TOURNAMENT

Invited Guest Check-In

TIC 1218

Treasure Island

SLOT TOURNAMENT

TOURNAMENT FINALS

3:00 p.m.- 6:00 p.m.
Tournament Arena

Invited Guests Only

TIC 1219

Treasure Island

SLOT TOURNAMENT

JOLLY MIRAGER LUNCHEON

Mirage Ballroom

1:00 p.m.-3:00 p.m.

Invited Guests Only

TIC 1220

Treasure Island

SLOT TOURNAMENT

TOURNAMENT REGISTRATION & GIFT DISTRIBUTION

10:00 a.m. - 8:00 p.m.

St. Martin Room

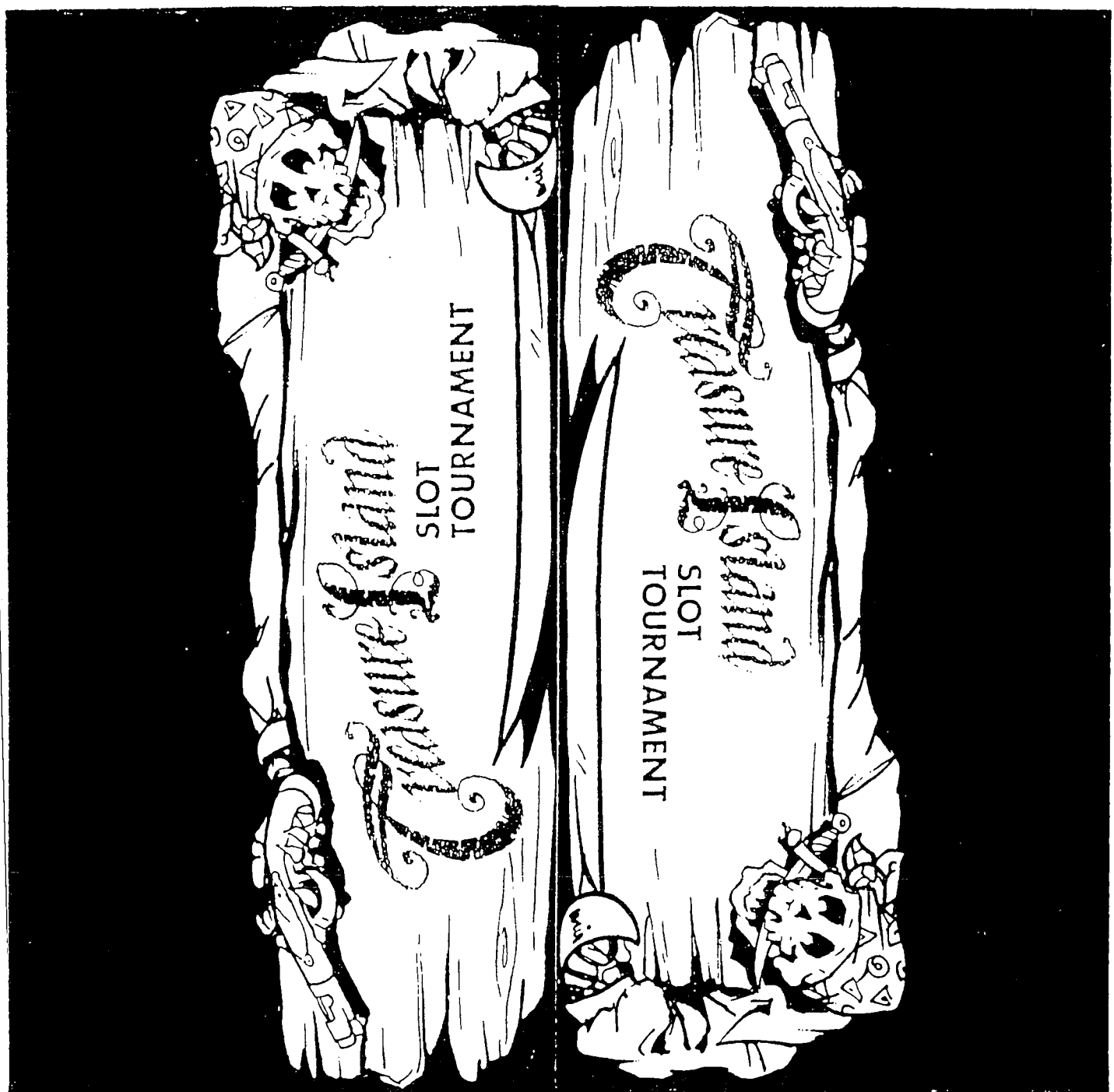
Invited Guests Only

TIC 1221

TIC 1222

TIC 1223

Pole
Banner



TIC 1224

Treasure Island

JUNE 20-22

EVERYBODY WINS!

SLOT TOURNAMENT

CASH PRIZES TOTALING

$172,000

Back Out Sign

TIC 1225

Mirage

INTER-OFFICE CORRESPONDENCE

TO: Doris Young **DATE:** April 6, 1993

FROM: Stefanie Ishii

SUBJECT: Back-lit Sign - ***TREASURE ISLAND*** Slot Tournament

Listed below is copy for special signage pertaining to the upcoming "Treasure Island" Slot Tournament:

"Treasure Island"
Slot Tournament
June 20 - 22, 1993
Cash Prizes Totaling
$172,000
EVERYBODY WINS

The signage, which is to be used at the two Club Mirage booths as back-lit signs, should be made of dura-trans and have the dimensions used previously for the lighted booth signs. I would like to request delivery of these two signs by April 19, 1993.

Should you require any additional information, please contact me at 791-7236.

Thank you.

cc: Andrew Pascal
Dawn Grasso Hume

TIC 1226

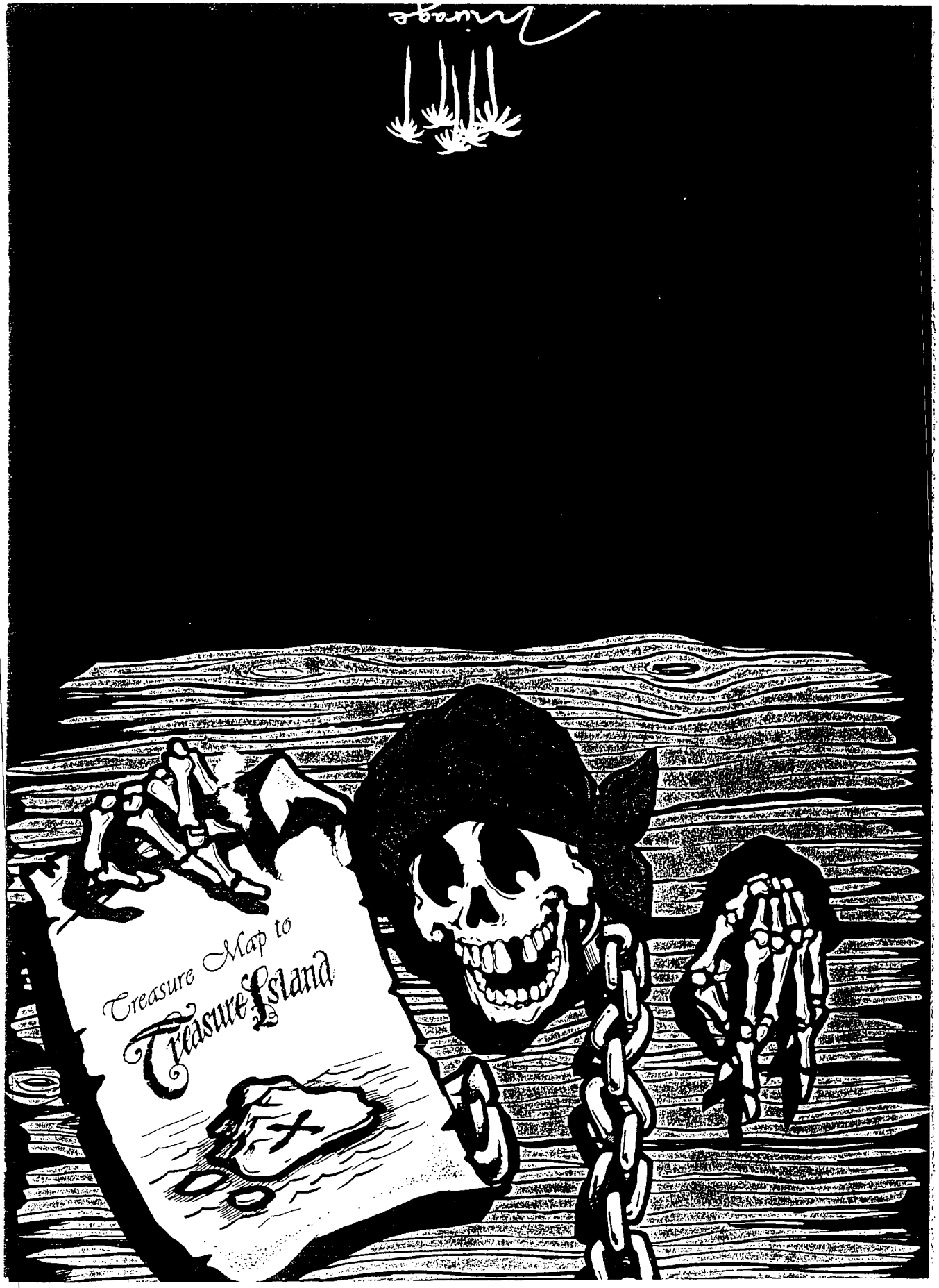
TIC 1227

AVAST YE SCOUDRELS!
PREPARE TO SET SAIL TO THE NEW
TREASURE ISLAND RESORT AND CASINO
FOR YOUR COMPLIMENTARY TWO NIGHT STAY.

PLEASE CONTACT YOUR FAVORITE CLUB MIRAGE MATIES AT 1-800-937-4444 TO MAKE YOUR RESERVATIONS

This offer is valid from October 27, 1993 to January 27, 1994 and is subject to availability. Must present photo I.D. upon check-in. This cerificate has no cash value and is non-transferrable.

Cir. tickets



TIC 1228

Sunday, June 20

10:00 a.m. - 8:00 p.m.
Avast Ye Maties! Weigh anchor and get ready for a bit of trouble. Your search for buried treasure draws near as you make your first stop in the St. Martin Room for a delightful "treasure from the deep."

6:00 p.m. - 8:00 p.m.
Arrrrr! Get ready for your high seas adventure in a practice session in the casino tournament arena.

Monday, June 21

First day of tournament play: the first session will begin at 8:00 a.m. Each swashbuckling buccaneer will fire their cannons in two 40-minute rounds.

Tuesday, June 22

8:00 a.m.
Second day of tournament play: Treasure Island's scurvy lads and ladies will play one round in the morning sessions.

1:00 p.m. - 3:00 p.m.
"Jolly Mirager" Luncheon
Mirage Ballroom
Our top forty finalists will be announced and prepared for a final land battle in their search for buried treasure. X marks the spot!
Cash prizes will be distributed to the remaining 260 contestants.

3:00 - 6:00 p.m.
Hoist the crossbones! Fire the cannons! There's treasure to plunder and our top forty low-down, dirty pirates search for the $20,000 grand bounty.

8:00 p.m.
"Treasure Island" Awards Banquet
Mirage Ballroom

Treasure Island

DINNER MENU

Swashbucklers Salad

Treasure Island Chicken
South Pacific Vegetables

Treasures of Chocolate

Buccaneer's Bread & Butter

Captain's Coffee and Galley Tea

TIC 1230

SPECIAL EVENTS CALENDAR FOR 1993

EVENT	DATE	FUNCTION	TIME	ROOM	SET UP/ STRIKE	ROOM BLOCK
"RENAISSANCE FAIR" GET-AWAY WEEKEND (Slots)	March 13	Dinner 150 pl	7pm-11pm	Montego	3/12 5pm to 3/13 Mid	75 Rooms
		Green Room	5pm-Mid	Key Largo	3/13 5pm to Mid	
MIDDLE EASTERN NIGHTS	March 18 to March 21	Command Center	24 Hours	St. Matin	3/17 8am to 3/22 noon	600 Rooms 175 Suites
	March 19 to March 21	Hospitality Flow	0am-10p	Trinidad	3/17 8am to 3/21 Mid	
			10am-6pm	St. Thomas	3/19 8am to 3/21 7pm	
	March 20	Dinner & Show 850 pl	TBD	Mirage Ballroom	3/18 8am to 3/21 1pm	
		Green Room	5pm-Mid	Barbados & Jamaica	3/20 7pm to Mid	
"ZILLION DOLLAR ZINGER II" SLOT TOURNAMENT	April 22	Hospitality & Tournament Reg. Flow	10am-8pm	St. Thomas	4/21 8am to 4/23 noon	300 Rooms
	April 24	Luncheon 600 pl	1pm-3pm	Mirage Ballroom	4/22 8am to 4/25 noon	
		Awards Banquet 600 pl	8pm-11pm			
		Green Room	5pm-11pm	St. Thomas	4/24 5pm to Mid	
SHADOW CREEK SENIOR PRO-AM	April 25 & April 26	Tournament 60 pl	TBD	Shadow Creek	n/a	
"RAGS FOR RICHES" CHARITY EVENT	May 6	Dinner/Dance 200 pl	TBD	Mirage Ballroom K, L, M, & N	5/5 8am to 5/7 5am	

TIC 1231

2-26-93

SPECIAL EVENTS CALENDAR FOR 1993

EVENT	DATE	FUNCTION	TIME	ROOM	SET UP/ STRIKE	ROOM BLOCK
LEWIS VS. TUCKER FIGHT	May 7 & May 8	VIP Ticket & Gift Distribution Flow	TBD	Montego B	5/6 8am to 5/8 Mid	1,200 Rooms All Suites
		Command Center	TBD	Andros	5/5 9pm to 5/9 Mid	
		Ticket Sales	TBD	Montego A	5/6 8am to 5/8 Mid	
	May 8	Hospitality	TBD	Trinidad	5/8 8am to Mid	
		Fight	TBD	Thomas & Mack		
"CIRCUS OF SLOTS" GET-AWAY WEEKEND (Slots)	May 15	Dinner 150 pl	7pm-11pm	Montego	5/14 8am to 5/15 Mid	75 Rooms
		Green Room	5pm-Mid	Key Largo	5/15 5pm to Mid	
GOLDEN NUGGET SCHOLARSHIP DINNER	June 19	Dinner/Dance	5pm-11pm	Mirage Ballroom	6/18 8am to 6/20 noon	100 Rooms
"TREASURE ISLAND" SLOT TOURNAMENT	June 20	Hospitality & Tournament Reg. Flow	10am-8pm	St. Martin	6/19 8am to 6/21 noon	300 Rooms
	June 22	Luncheon 600 pl	1pm-3pm	Mirage Ballroom	6/20 noon to 6/23 8am	
		Awards Banquet 600 pl	8pm-11pm			
		Green Room	5pm-11pm	Barbados	6/22 5pm to Mid	
DRAGON BOAT (Tent.)	June 23 & June 24	Hospitality & Command Center	24 Hours	St. Martin & Andros	6/22 8am to 6/26 8am	150 Rooms 50 Suites
	June 24	Dinner 400 pl	8pm-11pm	Mirage Ballroom K, L, M & N	6/23 8am to 6/25 noon	
		Green Room	5pm-Mid	Key Largo	6/24 5pm to Mid	

2-26-93

TIC 1232

SPECIAL EVENTS CALENDAR FOR 1993

EVENT	DATE	FUNCTION	TIME	ROOM	SET UP/ STRIKE	ROOM BLOCK
4TH OF JULY CELEBRATION (Casino & Slots)	July 2 to July 4	Hospitality & Command Center	10am-6pm	St. Thomas & St. Martin	7/2 8am to 7/5 Mid	800 Rooms Slots-100 All Suites
	July 3	Dinner/Dance 1,200 pl	8pm-11pm	Grand Ballroom	7/2 8am (B, C,& D) 7/3 6am (A,E, F, G & H) to 7/5 Mid	
		Green Room	5pm-Mid	Jamaica	7/3 5pm to Mid	
"SLOT SLICKERS II" SLOT TOURNAMENT	August 19	Hospitality & Tournament Reg. Flow	10am-8pm	St. Martin	8/18 8am to 8/22 8am	300 Rooms
	August 21	Luncheon 600 pl	1pm-3pm	Mirage Ballroom	8/20 8am to 8/22 8am	
		Awards Banquet 600 pl	8pm-11pm			
		Green Room	5pm-Mid	Key Largo	8/21 5pm to Mid	
MEXICAN INDEPENDENCE CELEBRATION	TBD	Hospitality & Command Center	24 Hours	TBD	TBD	600 Rooms All Suites
	September 15 (tent.)	Dinner/ Dance	9pm-1am	TBD	TBD	
		Green Room	5pm-2am	TBD	TBD	
GET-AWAY WEEKEND (Slots)	September 25	Dinner 150 pl	7pm-11pm	Montego	9/24 8am to 9/26 10am	75 Rooms
		Green Room	5pm-Mid	Key Largo	9/25 5pm to Mid	
CHINESE MOON FESTIVAL (Tent.)	September 29 to October 2	Hospitality & Command Center	24 Hours	St. Martin & Andros	9/29 8am to 10/3 8am	200 Rooms All Suites
	September 30	Dinner/Show 800 pl	8pm-11pm	Mirage Ballroom	9/28 8am to 10/1 noon	
		Green Room	5pm-Mid	St. Thomas	9/30 5pm to Mid	

2-26-93

TIC 1233

SPECIAL EVENTS CALENDAR FOR 1993

EVENT	DATE	FUNCTION	TIME	ROOM	SET UP/ STRIKE	ROOM BLOCK
TREASURE ISLAND GRAND OPENING	October 29 & October 30	Hospitality & Command Center	TBD	St. Thomas & St. Martin	10/27 8am to 10/31 Mid	500 Rooms All Suites
	October 30	Dinner/Dance	8pm-11pm	Mirage Ballroom	10/28 2pm to 10/31 noon	
				Grand Ballroom	10/29 Mid (C, D, E - Mid) to 10/31 6am	
		Green Room	8pm-11pm	Key Largo	10/30 5pm to Mid	
SLOT TOURNAMENT	November 18 to November 20	TBA	TBA	Montego	11/19 8am to 11/21 10am	75 Rooms
		Green Room	5pm-Mid	Key Largo	9/20 5pm to Mid	
"TROPICAL HOLIDAYS" SLOT TOURNAMENT	December 9	Hospitality & Tournament Reg. Flow	10am-8pm	St. Martin	12/8 8am to 12/10 noon	300 Rooms
	December 11	Luncheon 600 pl	1pm-3pm	Mirage Ballroom	12/9 8am (I & J 3pm) to 12/12 6am	
		Awards Banquet 600 pl	8pm-11pm			
		Green Room	5pm-11pm	Barbados	12/11 5pm to Mid	
NEW YEAR'S EVE CELEBRATION	Dec. 31	Various	TBA	Hold All Space	12/18 8am to 1/2/94 8am	Hold all Rooms (Slots-200) All Suites

TIC 1234

2-26-93

INVITATION REQUEST

To: Doris Young/Art Department **Date:** March 24, 1993

From: Stefanie Ishii/Special Events

Event: Treasure Island Slot Tournament

Quantity: 5,000

Due Date: Pre-stuffed and sealed by April 15, 1993

Date of Event: June 20-22, 1993

Budget: $1.00 each

Theme: Pirates

Invitation Copy: See Attached

Envelope Request: Please use the pre-postage ***first class*** permit No. 1223 on the envelopes. Also, if the envelopes are a non-standard style or have a glossy finish, please have two-way adhesive tape on the envelopes for sealing.

Should you require any additional information or anticipate a problem meeting the due date, please contact me at 7236.

Thank you.

Attachment

cc: Andrew Pascal
Dawn Grasso Hume

☐ GOODS
☐ SERVICES
☒ GOODS AND SERVICES

APR 6 3 36 PM '93

GOLDEN NUGGET

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

PURCHASE REQUISITION

PGE	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Marketing	M-4771	Del	N/30		yes	4-15	4/1/93	4310

RECOMMENDED SUPPLIERS 1313

1 Graphics West
Creative Graphics
2 Bonanza

DELIVERY REQUESTED 4/15/93

FOR PURCHASING DEPARTMENT USE

PURCHASE ORDER NUMBER ~~65529~~ 65535

SUPPLIER Creative

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	TOTAL PRICE
5M	ea	TREASURE ISLAND SLOT TOURNAMENT 27246		779.00
5M	ea	ENVELOPES 10611		864.00
		*See spec sheet for additional information		

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED ☐ YES ☐ NO

ESTIMATED COST

REASON FOR PURCHASE:

Rush order, no time to bid further.

SHIP TO: The Mirage
Care of Stephanie Ishii
Special Events

SHIP VIA

REQUESTED BY Ken Hofbauer 53991
APPROVED 40180
APPROVED 40181
APPROVED 40142

ORIGINAL AND DUPLICATE — PURCHASING TRIPLICATE — ORIGINATOR

TIC 1236

Mirage

INTER-OFFICE CORRESPONDENCE

TO: Doris Young **DATE:** April 6, 1993

FROM: Stefanie Ishii

SUBJECT: Back-lit Sign - ***TREASURE ISLAND*** Slot Tournament

Listed below is copy for special signage pertaining to the upcoming "Treasure Island" Slot Tournament:

"Treasure Island"
Slot Tournament
June 20 - 22, 1993
Cash Prizes Totaling
$172,000
EVERYBODY WINS

The signage, which is to be used at the two Club Mirage booths as back-lit signs, should be made of dura-trans and have the dimensions used previously for the lighted booth signs. I would like to request delivery of these two signs by April 19, 1993.

Should you require any additional information, please contact me at 791-7236.

Thank you.

cc: Andrew Pascal
Dawn Grasso Hume

AMUSE INC.

A Creative Concept Consultation Corporation

Fax Cover Sheet

DATE: Apr. 7, 1993

TO: Mirage Slot Marketing

Fax #: 702 791-7259

FOR: Andrew Pascal

FROM: Mark Lewis

NUMBER of PAGES (including cover): 9

MESSAGE:

Dear Andrew,

Stand Clear m'dear! If you'd keep your Swash Buckled, yer Timbers wouldn't Shiver!

Here ya go, kiddo. This is a heap o' ideas from which you can choose. The actors are very important and the more of them, the better the "atmosphere" of the event. If you want more, I can get them. This is a "bare bones" cast.

The Treasure Hunt which we have created is magnificent! Your people will be talking about this slot tournament for generations to come!

Let me know what you think and thanks, mate! I am looking forward to playing with you.

As always,

I am

Mark Lewis

TIC 1238

858 FOX GLENN AVENUE • EUGENE, OR 97405 • (503) 344-4078
FAX (503) 344-0115

AMUSE INC.

A Creative Concept Consultation Corporation

MIRAGE PIRATE PARTY
Slot Tournament
June 20 - 22, 1993

Events, Entertainments & Prices

©1993 AMuse Inc. & Richard Burt

The Treasure Hunt

Takes place over Monday and Tuesday and can involve all of the guests. A series of coded clues are deciphered which lead the participants on a hunt through the Mirage. The final clue is delivered on Tuesday and the treasure is awarded on Tuesday night at the dinner. (Note: See Treasure Hunt Scenario)

Design
$1500.00

Tuesday Night Pirate Feast

Each guest is given a Pirate Sash to get them in the mood for fun. They then enjoy a Pirate Blow-out in the decorated ballroom complete with wonderful food, free-flowing drinks, costumed actors and pirate games guaranteed to shiver a timber or two!

The winners of the Slot Tournament and Treasure Hunt are announced with the firing of a confetti cannon!

GAMES

The games are running while the guests are enjoying the evening. They play the games for Scudi (scoo'-di) which could be cash or "coin-of-the-realm". Games can be played at tables with live actors interacting with the guests and much buckling of swashes!

Broadside

Each table will be named as a pirate ship and the "crews" will fire volleys of jokes at opposing tables. The surrounding tables will judge the severity of the "hit" and choose the winners. Winners can plunder the vanquished ship for Scudi and slaves.

Pirate Crew
$0.00

TIC 1239

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FAX (503) 344-0115

©1993 A Muse Inc.

Poot the Squid

Rubber squids are shoved into plastic tubes and blown into making the squid "POOT!" out the other end into buckets. Points for accuracy, distance or both.

2 Pirates, 3 Squids
3 Pooters, 1 Bucket
$25.00

Cannon Ball

Ping Pong Balls are propelled from miniature hand-cannons into buckets. Points for accuracy, distance or both.

2 Pirates
Cannons & Balls
Bucket
$25.00

Bean the Pirate

A bean-Bag toss with a pirate cut out of plywood as the target. Points for hits.

4 Bean Bags
1 Pirate
Target
$30.00

Doubloon Toss

Coins are tossed into a series of mugs and goblets

1 Pirate
Coins
5 Mugs
$15.00

Cannon Ball Bowl

Bowling pins painted as pirates are knocked down by bowling balls. Guests must use two hands with the balls.

2 Pirates
5 Bowling Pins
1 Bowling Ball
$75.00

TIC 1240

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FAX (503) 344-0115

Dig for Buried Treasure

A sand pile is stocked with real coins and Scudi through which the guests have a limited number of seconds to dig and keep what they find. Also within will be rubber squid, rats, skulls octopuses, snakes and other "yuckys"

2 Pirates
Sand Pit
Coins
Scudi
Yuckys
$75.00

Slave Sale

Slaves - both male and female - are chosen from the crowd to be auctioned off to the highest bidder. They are identified by a purple ribbon tied around their arm. The captain conducts the sale during the evening and the slaves' services must be rendered during the event. Slaves are purchased for Scudi or cash.

The crew
Ribbons
Scudi
$15.00

Sink the Fleet

Small boats are floated in a pool of water and guests attempt to sink them by tossing coins into the boats.

2 Pirates
Pool
5 Boats
Coins
$25.00

858 FOX GLENN AVENUE • EUGENE, OR 97405 • (503) 344-4078
FAX (503) 344-0115

Props

Confetti Cannon

To announce the winner of the tournament and the winner of the treasure hunt this prop will scatter confetti over the entire ballroom with a loud report!

Cannon/ Confetti
Transportation
$175.00

Pirate Sashes

Red cloth sashes with a black skull & crossbones silk screened onto them. Good for "instant pirate" costumes worn around the waist or as headbands.

$1.00 apiece

Pirate T-Shirts

High-quality, black shirts with a Pirate Graphic on the back, a Mirage logo and slogan on the left breast and a Skull and crossbones graphic on the sleeve. (Price variable as to amount of silkscreening.)

$8.00 apiece

TIC 1242

858 FOX GLENN AVENUE • EUGENE, OR 97405 • (503) 344-4078
FAX (503) 344-0115

AMUSE INC.

"A Creative Concept Consultation Corporation"

Treasure Hunt Scenario

©1993 AMuse Inc. & Richard Barr

SUNDAY afternoon:

As guests check in, they are given treasure maps depicting the Mirage in the form of an island with the casino as a clearing in the jungle, interior halls as jungle trails, etc. In the lower corner of the map there is a compass rose pointing north. The compass rose has 26 spaces around its perimeter, the 14th space occupied by the letter N (pointing north). The map also contains five sets of apparent gibberish words and jumbled letters which the pirate at heart will immediately recognize as words in code!

SUNDAY night:

Guests receive the first of two mysterious clues under their door as they sleep. In the morning, they find a circular sticker with the alphabet around it perimeter, and the words *"A by N on the compass rose, will guide your feet through tangled prose"*. The clever among them will realize that the sticker fits into the center of the compass rose on their map, and that if A=N, then they can fill in the rest of the spaces around the wheel and decode the cryptic writing on the map.

MONDAY:

When the buccaneers decode the writing on the map, they find that it refers to five specific places in the Mirage. Upon investigating the locations, they find five more coded messages. The code appears to be the same at first, but try as they might, they can't make sense out of the new information. Puzzled but still intrigued, they put the map aside for the time and enjoy their evening in Las Vegas.

MONDAY night:

Secret message number two arrives as did the first - under the door to their room. In the morning the treasure seekers find a note which reads: *"Time remains to follow your hunch. Drink a clue at Tuesday lunch"*. Those with the Jolly Roger in their hearts look forward to noon!

TIC 1243

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FAX (503) 344-0115

TUESDAY:

As players are eliminated from the slot tournament, more and more of them are joining the hunt, encouraged by the nocturnal messages. The clues from yesterday are still in place for the late comers. At the luncheon, the wise pirates will pay attention to their drinks. If they do they'll notice that their cocktail napkins contain the final clue! A smiling SKULL AND CROSSBONES decorates the napkin, with the words *"Seven Letters Clockwise"* written under the piratical logo. Referring to their code wheels, they find that by counting seven letters around the wheel from the old code, the letter "A" now becomes "U"! The scrambled words of the clue boards become five verses describing the location of the Treasure! The game terminates in one of three ways:

1. A pirate station can be set up at Tuesday lunch, and manned all day. The first player to come and report the correct answer wins.
2. All of the correct answers reported to the station can be placed into a hopper and first, second and third prizes can be drawn at the dinner in the evening.
3. The answers can be collected at the dinner, quickly sorted into the correct ones and the winners drawn then and there.

"And a good time will be had by all!"

(These items will need to be printed:)
Map with coded info and 1/2 code wheel
Sticker for inside code wheel
Printed clue note
Printed Cocktail Napkins
5 Coded clue boards

TIC 1244

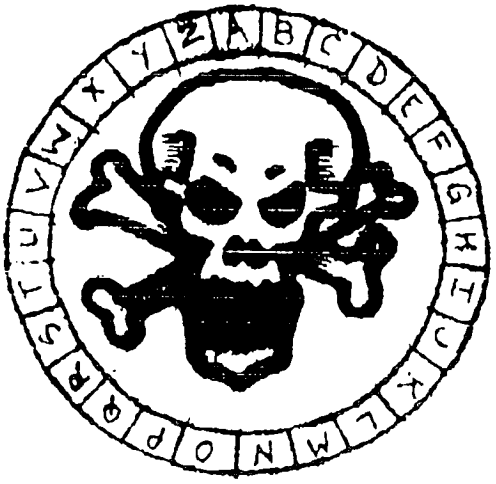
858 FOX GLENN AVENUE • EUGENE, OR 97405 • (503) 344-4078
FAX (503) 344-0115

Sample Graphics for Treasure Hunt Code Wheels

©1993 AMuse Inc. & Richard Barr

Sample Graphic Printed on Map

Sample Printed Sticker for First Clue



AMUSE INC.

A Creative Concept Consultation Corporation

MIRAGE PIRATE PARTY

$14,800.00

Slot Tournament

June 20 - 22, 1993

Costs

Production	
Colleen Lewis 2 days @ $200.00	$ 400.00
Mark Lewis 2 days @ $200.00	$ 400.00
Richard Barr & Mark Game layout and prep on location, 2 days @ $300.00 ea. (plus air fare and room)	$1200.00
Event	
Treasure Hunt	$1500.00
Mark Lewis 3 days @ $300.00	$ 900.00
Richard Barr 3 days @ $300.00	$ 900.00
10 Auxiliary Actors	
Arrive 6/20/93	
Work 2 Days 6/21 & 6/22 @ $200.00 day	$4000.00
Plus air fare, lodging & meals	
Props	
Confetti Cannon	$ 175.00
Pirate Sashes @ $1.00	$
Pirate T-shirts @ $8.00	$
Games:	
Poot-the-Squid	$ 25.00
Cannon Ball	$ 25.00
Bean the Pirate	$ 30.00
Doubloon Toss	$ 10.00
Cannon Ball Bowl	$ 75.00
Dig for Treasure	$ 75.00
Slave Sale	$ 15.00
Sink the Fleet	$ 25.00

580
550
90
600 AIR
1800 ARCHAE
1,650 RMS
580 1000
5,500.00

TIC 1246

858 FOX GLENN AVENUE EUGENE, OR 97405 · (503) 344-4078
FAX (503) 344-0115

Mirage

INTER-OFFICE CORRESPONDENCE

TO: Doris Young **DATE:** April 9, 1993

FROM: Stefanie Ishii/Special Events

SUBJECT: "Treasure Island" Slot Tournament - Request for Printed Pieces

Please find attached copy for signage and printed pieces pertaining to the "Treasure Island" Slot Tournament on June 20-22, 1993. Please design these items with a pirate theme in mind. I would like to request delivery of these items by Friday, June 11, 1993 at noon.

Should you have any questions, please contact me at 791-7236.

Thank You.

Attachment

cc: Andy Pascal
Dawn Grasso Hume

Three double-sided signs reading:

"Treasure Island"
Tournament Registration
and
Gift Distribution
10:00 a.m. - 8:00 p.m.
St. Martin Room
Invited Guests Only

Three double-sided signs reading:

"Treasure Island"
Slot Tournament
Practice Session
6:00 p.m. - 8:00 p.m.
Tournament Arena
Invited Guests Only

Three double-sided signs reading:

"Treasure Island"
Tournament Play
8:00 a.m. - 6:00 p.m.
Tournament Arena
Invited Guests Only

Three double-sided signs reading:

"Treasure Island"
Tournament Play
8:00 a.m. - 12:40 p.m.
Tournament Arena
Invited Guests Only

Three double-sided signs reading:

"Treasure Island"
Jolly Mirager Luncheon
1:00 p.m. - 3:00 p.m.
Mirage Ballroom
Invited Guests only

Three double-sided signs reading:

"Treasure Island"
Tournament Finals
3:00 p.m. - 6:00 p.m.
Tournament Arena
Invited Guests Only

Three double-sided signs reading:

"Treasure Island"
Awards Banquet
8:00 p.m.
Mirage Ballroom
Invited Guests Only

One pole banner reading:

"Treasure Island"
Slot Tournament

Two double-sided signs reading:

"Treasure Island"
Slot Tournament
Invited Guest
Check-in

325 SESSION CARDS:

Front Cover: *Treasure Island*
Slot Tournament
June 20-22, 1993

Panel One:

Sunday, June 20

- 10:00 a.m. - 8:00 p.m.
  Tournament Registration and Gift Pick-up
  St. Martin Room

- 6:00 p.m. - 8:00 p.m.
  Practice session in the tournament arena.

Monday, June 21

Tournament play begins in the tournament arena.
Each entrant will play two rounds.

Note: Remember that the top 10 scores in each of our 15 preliminary rounds will receive additional cash bonuses on the spot.

Morning Sessions

Session #	Time
1	8:00 a.m. - 8:40 a.m.
2	9:00 a.m. - 9:40 a.m.
3	10:00 a.m. - 10:40 a.m.
4	11:00 a.m. - 11:40 a.m.
5	12 noon - 12:40 p.m.

Afternoon Sessions

Session #	Time
6	1:00 p.m. - 1:40 p.m.
7	2:00 p.m. - 2:40 p.m.
8	3:00 p.m. - 3:40 p.m.
9	4:00 p.m. - 4:40 p.m.
10	5:00 p.m. - 5:40 p.m.

Panel Two:

Tuesday, June 22

Tournament play resumes. Each entrant will play one round.

Session #	Time
11	8:00 a.m. - 8:40 a.m.
12	9:00 a.m. - 9:40 a.m.
13	10:00 a.m. - 10:40 a.m.
14	11:00 a.m. - 11:40 a.m.
15	12 noon - 12:40 p.m.

At the conclusion of round 15, each swashbuckling buccaneer's three scores will be totaled and the top forty combined scores will advance to the *finals* later today. Don't forget those session bonuses!!!

☠ 1:00 p.m. - 3:00 p.m.
Jolly Mirager Luncheon
Ballroom Mirage

Come and join us as we announce our forty finalists who will compete for the grand prize.

Panel Three:

Tournament Finals

☠ 3:00 p.m. - 6:00 p.m.
In the tournament arena

Our top forty scores will return to the tournament arena. All pirates will play three rounds. At the completion of these rounds, the scores will be combined and the winners ranked by point totals.

☠ 8:00 p.m.
Treasure Island
Awards Banquet
Ballroom Mirage

Monday Morning
Session#_____ Time_____
Points earned_____

Monday Afternoon
Session#_____ Time_____
Points earned_____

Tuesday Morning
Session#_____ Time_____
Points earned_____

Total Points Earned _____

You must check in at the tournament arena 30 minutes prior to your playing time.

Panel four:

The Treasure
awaits for ye
wretched mates!

320 Photo Coupons -

Treasure Island
Slot Tournament

Photographs will be available following the
Awards Banquet

Roll _____ Shot _____

320 Vertical Photo Folders -

Treasure Island
Slot Tournament

June 20-22, 1993

650 Custom Shaped Customer Badges -

Treasure Island
Slot Tournament
June 20-22, 1993

---

500 Employee Buttons Reading -

Treasure Island
Slot Tournament
June 20-22, 1993

320 turndown cards -

Here's one last clue
before the night is through:

Your treasure is lying
upon the same place
where a pirate might rest
his scoundrelly face.

325 Welcome Letters & Envelopes:

Sunday, June 20

- **10:00 a.m. - 8:00 p.m.**
  Avast Ye Maties! Weigh anchor and get ready for a bit of trouble. Your search for buried treasure draws near as you make your first stop in the St. Martin room for a delightful "treasure from the deep."

- **6:00 p.m. - 8:00 p.m.**
  Arrrrrr! Get ready for your high sea's adventure in a practice session in the casino tournament arena.

Monday, June 21

- First day of tournament play: the first session will begin at 8:00 a.m. Each swashbuckling buccaneer will fire their cannons in two 40 minute rounds.

Tuesday, June 22

- **8:00 a.m.**
  Second day of tournament play: Treasure Island's scurvy lads and ladies will play one round in the morning sessions.

- **1:00 p.m. - 3:00 p.m.**
  "Jolly Mirager" Luncheon
  Mirage Ballroom

  Our top forty finalists will be announced and prepared for a final land battle in their search for buried treasure. X marks the spot!

  Cash prizes will be distributed to the remaining 260 contestants.

- 3:00 - 6:00 p.m.
  Hoist the crossbones! Fire the cannons! There's treasure to plunder and our top forty low-down, dirty pirates search for the $20,000 grand bounty.

- 8:00 p.m.
  "Treasure Island" Awards Banquet
  Mirage Ballroom

3,100 Food Coupons (sequentially numbered)-

$15 $15

Treasure Island
Slot Tournament
June 20 - 22, 1993

Name_____

This coupon may be applied towards your purchase in any of the fine restaurants in The Mirage. Please present before ordering. No change will be given. Gratuities are not included.
Offer expires midnight 6/23/93

Mirage

REQUEST FOR COPY/MAILING SERVICES

☐ GOLDEN NUGGET
☒ MIRAGE
☐ OTHER

☐ PROMOTIONAL MAILING
☐ COPY ONLY
☐ COPY AND DISTRIBUTE

DEPARTMENT: Special Events for Slot Marketing DATE: April 16, 1993

TITLE OF MAILING/COPY SUBJECT: Treasure Island Slot Tournament

QUANTITY REQUIRED: 4,200 INSERTS: ☐ YES ☐ NO HOW MANY: _____

REQUESTED COMPLETION DATE: must be mailed by April 21, 1993 COPIER ACCESS CODE: _____

PAPER/LETTERHEAD:

☐ GN EMBOSSED
☐ GN PMS
OTHER _____

ALL REQUISITIONS MUST BE ACCOMPANIED BY AN ALL-INCLUSIVE SAMPLE.

ENVELOPES: (WILL MATCH LETTERHEAD UNLESS OTHERWISE SPECIFIED)

☐ PRE-ADDRESSED
☐ LABELS

SPECIAL INSTRUCTIONS: Please mail the Treasure Island Slot Tournament invitations. Please meter stamp each invitation (¢.52 x 4,200 = $2,184.00). The invitations will be available for pick - up and mailing on Wed. April 21, 1993 at 9:00am. Special Events will call for pick - up periodically through out the day. These invitations must be mailed on Wed., April 21, 1993! Should you have any questions, or anticipate a problem meeting this deadline, please contact the Special Event Department at ext. 7236. Thank you for your assistance!!!

Andrew Pascal
Chip Lawson

D.L. Heme 40181
AUTHORIZED SIGNATURE AND I.D.

FOR A/S USE ONLY

DATE MATERIALS RECEIVED: _____ PRODUCTION TIME: _____

DATE COMPLETED: _____ DATE MAILED: _____

NO. OF EMPLOYEES: _____ SUPERVISED BY: _____

Complete and Forward Both Copies to Administrative Services

TIC 1256

BID REQU FOR DECOR

Event: Treasure Island Slot Tournament
Date: June 20 - 22, 1993
Attendance: 600 pl
Centerpiece Ideas: Treasure Chests, masts with cross riggings & crows nests
Theme: Pirate (not comical, but overdone: Black Beard or Pirates of the Caribbean)
Budget: $26,000.00 including centerpieces
Linens: Skull with crossbones for lunch (tent.), Green with jewels for dinner
Entertainment: TBD (possibly a Treasure Hunt)
Tournament Arena: Buildings with archways with pirates chasing wenches (on turntables), pillaged village, cannons with special effects
(i.e.: fire and smoke)
Registration Room: Captains Chambers (nice, but in shambles)
Bid due date: May, 13, 1993

Decor required in the following areas:

DATE	TIME	FUNCTION	SET-UP STRIKE	ROOM	DIMENSIONS	AREAS TO BE ADDRESSED
June 20	10 a.m. to 8 p.m.	Tournament Registration & Gift Dist.	6/19 2 p.m. to 6/21 8 a.m.	St. Martin	(lw)32' X 30' (c)9'6"	Entrance, walls (must be covered as well as decorated), ceiling, furniture (coverings), banquet tables, buffet centerpieces and reg. packet holder.
June 20	6/20 noon to 6/22 6 p.m.	Tournament Arena	6/19 8 p.m. to 6/22 mid	casino floor near Bistro	(arena)75'X12' (slots)2 sets of 31 (c) 24'	Slot tops & banks, slot selection & desk, entrance & exit, 62 slot stools and perimeter.
June 22	1 p.m. to 3 p.m.	Luncheon	6/20 6 p.m. to 6/23 noon	Mirage Ballroom	(lw)160' X 125' (c)20'	Entrance, large central buffet, 8 small & 3 large panel inlays, back wall covering and 62 centerpieces.
June 22	8 p.m. to 10 p.m.	Awards Banquet				In addition to embellishing all existing lunch decor, add stage decor and new elaborate centerpieces.

(lw) = length x width
(c) = ceiling height

Please provide renderings and a detailed cost breakdown including transportation , labor, etc. Refer to following pages for additional information. Should you have any questions, you may contact me at (702)791-7236.

4/21/93

TIC 1257

28044

[X] GOODS
[ ] SERVICES
[ ] GOODS AND SERVICES

GOLDEN NUGGET

Mirage

[X] ONE-TIME PURCHASE
[ ] REPEATING PURCHASE
[ ] SERVICE AGREEMENT

PURCHASE REQUISITION

CHARGE TO	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Mktg.							5/5/93	

RECOMMENDED SUPPLIERS

1 Morris Costume (800) 334-4678
12001 S. Woodruff
2 Downey, CA 90241

DELIVERY REQUESTED Monday, 6/14/93

FOR PURCHASING DEPARTMENT USE

PURCHASE ORDER NUMBER

SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
1	ea.	Capt'n Hook #AC148LG	$99.00	$99.00
55	ea.	Pirate Vest Kit #AB16	$6.45	$354.75
3	ea.	Pirate Man #AA52XL x-large	$17.50	$52.50
1	ea.	Pirate Wench #AA53	$17.50	$17.50
25	ea.	Pirate Set #BB53	$2.25	$56.25
5	DOZEN	Black Plastic See Thru Eye Patch #BB239	$2.40/DZN	$12.00
1	ea.	Hook Hand #BB14	$1.00	$1.00
		*Shipping not included		
				$593.00
				ESTIMATED COST

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED [ ] YES [ ] NO

REASON FOR PURCHASE: Costumes for food servers, band and MC for Treasure Island Slot Tournament June 20-22 1993.

TO:
Care of Hayley Fish/Special Events

REQUESTED BY
APPROVED [signature] 40181
APPROVED
APPROVED

TIC 1258

28042

☐ GOODS
☑ ERVICES
OODS AND SERVICES

GOLDEN NUGGET

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

PURCHASE REQUISITION

CHARGE TO	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Mktg.							5/6/93	

RECOMMENDED SUPPLIERS

John Marovic 368-2893
5655 West Katie Avenue
Las Vegas, NV 89103

DELIVERY REQUESTED

FOR PURCHASING DEPARTMENT USE

PURCHASE ORDER NUMBER

SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
		M.C. for Treasure Island Slot Tournament on		$2,500.00
		June 20 - 22, 1993.		
				$2,500.00

TE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED ☐ YES ☐ NO

ESTIMATED COST

ASON FOR PURCHASE: M.C. for Treasure Island Slot Tournament June 20 - 22, 1993

TIC 1259

are of Hayley Fish/ Special Events

REQUESTED BY

APPROVED D L Hume 40[redacted]

APPROVED

APPROVED

Mirage

INTER-OFFICE CORRESPONDENCE

TO: Doris Young **DATE:** May 6, 1993

FROM: Hayley Fish/Special Events

SUBJECT: "Treasure Island" Slot Tournament - Revisions on Printed Pieces and Request for Logo Design.

.Please find attached revisions for some of the printed pieces pertaining to the "Treasure Island" Slot Tournament on June 20-22, 1993. I would also like to request logo designs to be used on the customer gifts and they are as follows:

Reversible T-shirt

*main side: black with full embroidered tournament logo on front
*reverse side: red with Mirage logo on front left breast

Color-Blocked Hat

*tournament logo embroidered on front of the hat
*black hat with red accents

Please submit two full-color designs for both the T-shirt and the hat. Please use the invitation as your guideline for design.

Should you have any questions, please contact me at 791-7236.

Thank you.

Attachment

cc: Dawn Grasso Hume

REVISIONS:

650 Customer Buttons (not custom-shaped badges. Also, delete the date)

Treasure Island
Slot Tournament
(place to write customer name)

325 Welcome Letters & Envelopes (Please make sure the size is 5" x 7")

Signage Design: use the inside envelope design (skull map) as the background (1/2 tone) with wri

One Pole Banner reading: please use one of the designs created for the custom- shaped customer badges

CANCEL THE FOLLOWING:

320 Photo Coupons

320 Vertical Photo Folders

500 Employee Buttons

3,100 Food Coupons

INTER-OFFICE CORRESPONDENCE

TO: Andrew Pascal **DATE:** May 7, 1993

FROM: Hayley Fish

SUBJECT: Treasure Island Slot Tournament - Meeting Schedule

Listed below is a meeting schedule for the Treasure Island Slot Tournament:

Date: May 19
Time: 11am
Location: Martinique
Purpose: Decor

Date: June 3
Time: 11am
Location: Martinique
Purpose: Department Head

Date: June 11
Time: 3 pm
Location: Martinique
Purpose: Tournament Blocking

I have blocked this space with Catering, so please contact me at ext. 7236 if you need to make changes. Also, I will need to know the number of staff who will be attending the tournament blocking meeting and if there is a need for refreshments.

Thank you.

cc: Dawn Grasso Hume
Stefanie Ishii

28093

☒ GOODS
☐ SERVICES
☐ GOODS AND SERVICES

GOLDEN NUGGET

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

PURCHASE REQUISITION

CHARGE TO	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Mktg.							5/17/93	

RECOMMENDED SUPPLIERS

1 BBJ Boutique - Judy (800)722-0126
3033 Blackthorn Road
2 Riverwood, Il 60015

DELIVERY REQUESTED Th., 6/17/93

FOR PURCHASING DEPARTMENT USE

PURCHASE ORDER NUMBER

SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
62	ea.	Purple 120" linen	$10.50	$651.00
62	ea.	Hunter Green Jewelled Linen	$15.00	$930.00
640	ea.	Purple Napkins	$.50	$320.00
		*Shipping not included		
				$1901.00
				ESTIMATED COST

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED ☐ YES ☐ NO

REASON FOR PURCHASE: Linen for the Treasure Island Slot Tournament on June 20-22, 1993.

TO:

Care of Hayley Fish/Special Events

REQUESTED BY

APPROVED

APPROVED

APPROVED

TIC 1264

33481

☒ GOODS
☐ SERVICES
☐ GOODS AND SERVICES

GOLDEN NUGGET

Mirage

☒ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

PURCHASE REQUISITION

CHARGE TO	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Mktg.							5/17/93	

RECOMMENDED SUPPLIERS

1 Collegiate Graphics
Sandy 737-0771

2

DELIVERY REQUESTED Mon., 6/14/93

FOR PURCHASING DEPARTMENT USE

PURCHASE ORDER NUMBER

SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
660	ea.	Reversible Black and Red T-shirts	$9.50	$6,270.00
		(300 LG, 300 XL, 30 Med, 30 XXL)		
660	ea.	Embroidery on Reversible T-Shirt	$8.50	$5,610.00
		Red Side: Small Mirage logo on front left breast		
		Black Side: Full front tournament logo		
		(Embroidery cost may be less depending upon logo		
		design, however, regardless of complexity the		
		cost will not exceed $8.50 ea.)		

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED ☐ YES ☐ NO

ESTIMATED COST $11,880.00

REASON FOR PURCHASE: Customer gifts for the Treasure Island Slot Tournament on June 20-22, 1993

TIC 1265

TO:
Care of Hayley Fish/Special Events

REQUESTED BY

APPROVED [illegible]

APPROVED

APPROVED

☐ GOODS
☒ SERVICES
☐ GOODS AND SERVICES

GOLDEN NUGGET

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

PURCHASE REQUISITION

PGE	DEPARTMENT ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Mktg.							5-20-93	

RECOMMENDED SUPPLIERS

1 Brook Furniture
Deanna 871-3844

2

DELIVERY REQUESTED Sat., 6-19-93

FOR PURCHASING DEPARTMENT USE

PURCHASE ORDER NUMBER

SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
1	ea	Delora Bisque Wing Chair	$78.00	$78.00
1	ea.	Lafayette Loveseat	$156.00	$156.00
1	ea.	Queen Anne Cocktail Table	$57.00	$57.00
		*Please Deliver to St. Martin room on 6/19 at 10am		
		and pick up on 6/21 at 9am.		
		Sales Tax		$20.37

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED ☐ YES ☐ NO

ESTIMATED COST $391.37

REASON FOR PURCHASE: Furniture for Hospitality room for Treasure Island Slot Tournament on June 20-22, 1993.

SHIP TO:
Care of Hayley Fish/Special Events

SHIP VIA

REQUESTED BY
APPROVED D. Hume 40181
APPROVED
APPROVED

TIC 1266

ORIGINAL AND DUPLICATE — PURCHASING TRIPLICATE — ORIGINATOR

CRC

28085

☐ GOODS
☐ SERVICES
☐ GOODS AND SERVICES

GOLDEN NUGGET

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

PURCHASE REQUISITION

CHARGE TO	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Mktg.							5-21-93	

RECOMMENDED SUPPLIERS

1 Corporate Graffiti
Stu - 733-9575

2

DELIVERY REQUESTED Thurs. 6/18/93

FOR PURCHASING DEPARTMENT USE

PURCHASE ORDER NUMBER

SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
315	ea.	Tri-Color Drawstring Bag, one color imprint	$7.89	$2485.35
		Black, Red, Black with Black imprint on the red		
		panel (middle one)		
		*The company needs 3-4 weeks to get this project		
		done.		
		Set-up charge		$30.00
		*Shipping not included or tax		

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED ☐ YES ☐ NO

ESTIMATED COST $2515.35

REASON FOR PURCHASE: Gift for the Treasure Island Slot Tournament on June20-22, 1993.

TIC 1267

SHIP TO:
Care of Hayley Fish/Special Events

REQUESTED BY

APPROVED 5/18/

APPROVED 5/18/92

APPROVED

28090

☐ GOODS
☒ SERVICES
☐ GOODS AND SERVICES

GOLDEN NUGGET

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

PURCHASE REQUISITION

CHARGE TO	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Mktg.							5/21/93	

RECOMMENDED SUPPLIERS

1 Amuse, Inc.
858 Fox Glenn Avenue
2 Eugene, OR 97405
Mark Lewis (503)344-4078

DELIVERY REQUESTED Fri., 6/17/93 noon

FOR PURCHASING DEPARTMENT USE

PURCHASE ORDER NUMBER

SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
		Treasure Hunt		$7,000.00
		Less 20% Deposit		($1,400.00)
		Balance Due on Friday, 6/17/93 @ noon		$5,600.00

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED ☐ YES ☐ NO

ESTIMATED COST

REASON FOR PURCHASE: Treasure Hunt for the Treasure Island Slot Tournament on June 20-22, 1993

TIC 1268

.O:
Care of Hayley Fish/Special Events

REQUESTED BY
APPROVED
APPROVED
APPROVED

INTER-OFFICE CORRESPONDENCE

TO: Chris Knuckey **DATE:** May 24, 1993

FROM: Hayley Fish/Special Events

SUBJECT: *Treasure Island* Slot Tournament

Slot Marketing will be hosting the *Treasure Island* Slot Tournament June 20-22, 1993. Your assistance is requested with the following:

1. Invited guest check-in windows will be needed to accommodate the registration of 300 rooms. The majority of the participants should begin to check-in starting June 19, although some may check-in one or two days earlier.

2. Signage is to be set up to designate the invited guest check-in. You should receive one double-sided stanchion sign and one double-sided pole banner by June 17.

3. Welcome letters should be given only to guests listed under the "slpy" group code and with the special service code "G" for give letter on the comments line of the reservation. You should receive the welcome letters by June 17.

Should you have any questions, please contact me at extension 7236.

Thank you.

cc: Dawn Grasso Hume

CRC

28075

☒ GOODS
☐ SERVICES
☐ GOODS AND SERVICES

GOLDEN NUGGET

Mirage

☒ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

PURCHASE REQUISITION

CHARGE TO	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Mktg.							5/25/93	

RECOMMENDED SUPPLIERS

1 Mrs. Prindables
7323 N. Monticello Avenue
2 Skokie, IL 60076
Michelle Robinson (708)674-4490

DELIVERY REQUESTED Friday, June 18, 1993

FOR PURCHASING DEPARTMENT USE

PURCHASE ORDER NUMBER

SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
310	ea.	Confection Miniatures -covered in white chocolate	$2.75	$852.50
		with red, black and white curly ribbon, 3 flags		
		and a gold coin on the front.		
		*shipping not included		

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED ☐ YES ☐ NO

ESTIMATED COST $852.50

REASON FOR PURCHASE: Turn-down gift for the Treasure Island Slot Tournament on June 20-22, 93.

TIC 1270

SHIP TO:

Care of Hayley Fish/Special Events

REQUESTED BY

APPROVED

APPROVED

APPROVED

28054

[X] GOODS
[ ] SERVICES
[ ] GOODS AND SERVICES

GOLDEN NUGGET

Mirage

[ ] ONE-TIME PURCHASE
[ ] REPEATING PURCHASE
[ ] SERVICE AGREEMENT

PURCHASE REQUISITION

CHARGE TO	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Mktg.							5/26/93	

RECOMMENDED SUPPLIERS

1 Jacobson hat Company, Inc.
Prescott Avenue and Ridge Row
2 Scranton, PA 18510
Frank (800)233-4690

DELIVERY REQUESTED Thurs, 6/17/93

FOR PURCHASING DEPARTMENT USE
PURCHASE ORDER NUMBER
SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
12 dz.	ea.	Pirate Hat #F12051	$24.00/ea.	dz $288.00

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED [ ] YES [ ] NO

ESTIMATED COST $288.00

REASON FOR PURCHASE: Hats for Mirage staff to wear for the Treasure Island Slot Tournament on June 20-22, 1993

TIC 1271

O:
Care of Hayley Fish/Special Events

REQUESTED BY
APPROVED
APPROVED
APPROVED

28076

☐ GOODS
☑ SERVICES
☐ GOODS AND SERVICES

GOLDEN NUGGET

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

PURCHASE REQUISITION

CHARGE TO	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	STR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Mktg.							5/26/93	

RECOMMENDED SUPPLIERS

The Cloth Connection
80 Redschoolhouse Road Suite 215
Spring Valley, NY 10977
Barbara (914) 426-3500

DELIVERY REQUESTED Thurs, 6/17/93

FOR PURCHASING DEPARTMENT USE
PURCHASE ORDER NUMBER
SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
62	ea.	Black Net 120" Linen	$23.95	$1484.90

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED ☐ YES ☐ NO

ESTIMATED COST $1484.90

REASON FOR PURCHASE: Linen for Treasure Island Slot Tournament luncheon on June 22, 1993

TIC 1272

Care of June Buckle/Catering

REQUESTED BY
APPROVED
APPROVED
APPROVED

CRC

28055

☐ GOODS
☐ SERVICES
☐ GOODS AND SERVICES

GOLDEN NUGGET

Mirage

☐ ONE-TIME PURCHASE
☐ REPEATING PURCHASE
☐ SERVICE AGREEMENT

PURCHASE REQUISITION

CHARGE TO	DEPARTMENT/ACCOUNT	WORK ORDER	F.O.B.	TERMS	BYR/TYP	TAX	DEL. REQ.	DATE	NUMBER
	Slot Mktg.							5/28/93	

RECOMMENDED SUPPLIERS

1 Roby Turner
5577 Orchard Lane
2 Las Vegas, Nevada 89110
ph #: 386-0920

DELIVERY REQUESTED Friday, 6/18/93

FOR PURCHASING DEPARTMENT USE

PURCHASE ORDER NUMBER

SUPPLIER

QUANTITY	UNIT	COMPLETE ORDERING DESCRIPTION	UNIT COST	PRICE
		Entertainment for the Treasure Island Slot		$800.00
		Tournament Awards Banquuet on June 22, 1993.		

NOTE: ALL NONBUDGETED ITEMS AND VARIATIONS IN EXCESS OF BUDGET REQUIRE JUSTIFICATION AND EXECUTIVE APPROVAL

BUDGETED ☐ YES ☐ NO

ESTIMATED COST $800.00

REASON FOR PURCHASE: Band for awards banquet for Treasure Island Slot Tournament on June 22, 199

TIC 1273

SHIP TO:
Care of Hayley Fish/Special Events

REQUESTED BY

APPROVED

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INTER-OFFICE CORRESPONDENCE

TO: Distribution **DATE:** May 28, 1993

FROM: Hayley Fish/Special Events

SUBJECT: *Treasure Island* Slot Tournament - Planning Meeting

Please plan to attend a meeting on Thursday, June 3 at 11:00 a.m. in the Martinique Room. The purpose of this meeting will be to discuss the *Treasure Island* Slot Tournament June 20-22, 1993. If you cannot attend, please send a representative.

Thank you.

Distribution:

Debbie Busch
June Buckle
Joe Carlo
Brian Cribbens
Darrilyn Diederich
Chris Knuckey
John Laws
Bruce Ririe
Stephanie Parker
Tim Sage
Cindy Stiffel

cc: Dawn Grasso Hume
Andrew Pascal

TREASURE ISLAND SLOT TOURNAMENT
Meeting Notes - 6/3/93

I. FRONT DESK

A. Signage: to be delivered on or before Thurs., June 17
   1. One double-sided sign stanchion
   2. One Pole Banner (location in front of orange sign on Sun only)
B. Arrival Pattern: many arrivals on Sat., but most on Sunday
C. Welcome Letters
   1. Group/Trip Number: 161-1
   2. All TI reservations will have "G" in the special service code box
   3. Will be delivered to the Front Desk late Thursday afternoon (6/17) or early Friday morning (6/18) - customers checking in prior will have the letter delivered
   4. Deliver some to Club Mirage
D. Elizabeth Anderson, of Club Mirage, will be responsible for Front Desk questions & problems (ext. 7266 or beeper #539)
E. Rate: Sun-Tues = Room Comp; all additional nights at Casino Rate

II. COCKTAILS

A. Location: in front of Bistro
B. Changes in cocktail waitress schedule to be authorized by Andrew Pascal (beeper #555)
C. 60 participants play per session
D. Two servers at all times
E. Need 2 glass boxes
F. Suspend service on 6/16 during swing shift to accommodate technical set-up

III. MAINTENANCE

A. Location for machine storage (Ballroom A, no charge)
B. Tournament location: in front of Bistro
C. Submit labor expenses following the event to Special Events
D. Reader boards and frame: Warehouse to deliver to Carpenter Shop on Wed. 6/17 and they will deliver to tourn. arena on Thurs. 6/18
E. Need a board to go across the top of the machines for decor purposes
F. Set-up and tear-down times for the slots
   1. Remove from casino floor (Wed. night swing @ 6pm)
   2. Return to casino floor (Swing on Wed. 6/24)

IV. CATERING

A. Registration: St. Martin
   1. Furniture has been ordered (deliver 6/19 at noon and pick-up 6/21 at noon)
   2. F & B: replenish sparingly
   3. Add stanchions for ingress & egress

B. Luncheon
   1. Central Buffet with serpentine tables (3 double sided) & Dessert station on the sides of the room (3 instead of 2)
   2. Banquet supervisors to escort individual tables through the lines
   3. Set 60 tables
   4. Linen: red & white striped underlays (we own) & black fishnet overlays (Cloth Connection)
   5. Centerpieces: Decorator to do themed ones
C. Dinner
   1. June ordered purple linen underlay with hunter jeweled overlay and purple napkins from BBJ
   2. Menu: deliver printed menus to Catering by 6/21
   3. Open seating and non-smoking section (right side) for half of the room
      a. Gold signs
      b. Plexiglas stands on table
   4. Food Server Uniforms: Pirate costumes will be available in the Uniform Room on 6/22 (vest, sash & headband). Servers to wear their own black pants & white shirts.
   5. Dance Floor size (location by early next week and make smaller)
D. Green Room: Barbados (avail. 6/22 from 5 p.m.-midnight)
   1. Request water, sodas & chips
   2. Four people in the band

V. CONVENTION A/V

A. Awards Presentation: Andrew to advise (Nothing special)
B. Set-Up
   1. Ballroom Mirage (available 6/20 @ noon to 6/23 @ 8 a.m.)
      a. Lunch: pools of light
      b. Dinner: pin spot 62 tables, spot light wall panels, light dance floor & stage, light all decor
      c. Black panels to be installed in I,J,K & N
   2. St. Martin: pipe on 6/19 (available 6/19 at 8 a.m. to 6/21 at noon)
C. Entertainment: Roby Turner and the Stolen Faces band (dinner only)
D. Arena
   1. Add speakers - in place on Fri. 6/18 pm (All tech done by Fri night)
   2. Music - Tim to check with Larry Spurgeon)
   3. No stage
   4. Warehouse to provide reader board frames to Carpenter Shop & Carpenter Shop to deliver to tournament arena
E. Music Requirements
   1. Hospitality room - TBD
   2. Tournament arena - TBD
F. No spot towers required
G. May show Treasure Island Promo Video in the Mirage Ballroom (need screens)
H. Set-up rolling kiosk by arena area with a Treasure Island presentation on TV screen and brochures (near Moongate)

VI. MISCELLANEOUS

A. Public Area: prepare the arena for practice rounds and before each tournament round
B. Slot Tech.: remove receptacles from arena area (Terry Jones)
C. Photo request (has been submitted)
   1. Set-up shots of Tournament arena on Mon. morning by 8 a.m.
   2. Set-up shots of Luncheon on Tues. before 1 p.m.
   3. Set-up shots of Banquet on Tues. before 8 p.m.
   4. Pictures of awards ceremony
   5. Set-up shots of St. Martin room on Sun. morning before 10:00 a.m.

D. Security
   1. Saturday, June 19
      a. Time: 6:00 p.m. - 10:00 a.m.
      b. Function: One guard roaming front and back entrances to St. Martin room
   2. Sunday, June 20
      a. Time: 10:00 a.m. - 8:00 p.m.
      b Function: One guard in charge of crowd control into the registration and gift distribution room.(St. Martin)
      c. Time: 6:00 p.m. - 8:00 p.m.
      d Function: One guard to oversee practice play in tournament arena
   3. Monday, June 21
      a. Time: 7:00 a.m. to 6:00 p.m.
      b. Function: Two guards in charge of customer control and the maintaining of the tournament arena (in front of the Bistro)
   4. Tuesday, June 22
      a. Time: 7:30 a.m. to 1:00 p.m. and 3:00 p.m. to 6:00 p.m.
      b. Function: Two guards in charge of customer control and the maintaining of the tournament arena (in front of the Bistro)
   5. Tuesday, June 22
      a. Time: 12:30 p.m. to 3:00 p.m.
      b. Function: One guard to monitor crowd control into the luncheon (entrance to Mirage Ballroom M)
   6. Tuesday, June 22
      a. Time: 7:30 p.m. to 11:00 p.m.
      b. Function: One guard to monitor crowd control into the Awards Banquet (entrance to Mirage Ballroom M)
   7. One guard for traffic control during machine set-up & strike (6/16 & 6/23 - 6pm to 6am ea date)
F. Would like It's The Main Event to have tournament arena set by noon on Sat 6/19
G. Contact Joni to do a story in Mirage Minute re: traffic in tournament arena
H. Stephanie Parker to do a detailed Fact Sheet for Front Desk one week out (give to Chris Knuckey)
I. Top 10 money winners will receive a voucher entitling them to two complimentary nights at Treasure Island

TREASURE ISLAND SLOT TOURNAMENT
QUESTIONS FOR ANDREW
JUNE 7, 1993

I. QUESTIONS

A. It's The Main Event - Proposal

1. Any changes to be made to the proposal needs to be done ASAP

B. Kiosks/Brochures

1. Are we going to do?
2. Hayley left a message with Randy Fleitz' sec. with the info - no call back as of 6/7

C. Slot Blocking Meeting for Friday 6/11

1. Agenda?
2. Number of people attending needs to be confirmed with Carlos
3. Refreshments? Nothing has been allocated

D. Certificate

1. Fax'd sample to Stephanie Parker 6/7 - need approval
2. Print on Treasure Island Letterhead?

INTER-OFFICE CORRESPONDENCE

TO: Chris Knuckey **DATE:** June 17, 1993

FROM: Hayley Fish/Special Events

SUBJECT: Welcome Letters & Signage - *Treasure Island* Slot Tournament

Enclosed are 300 welcome letters for the *Treasure Island* Slot Tournament. The welcome letters should be presented only to tournament participants. The participants may be identified by the group code "**slpy**" and "**G**" in the special service/comments line of the reservation screen. Please distribute these letters upon check-in beginning today through Sunday, June 20.

Should you require any additional information, please contact me at ext. 7236 or beeper #664. Thank you for your assistance.

Attachment

cc: Dinah Groce
Dawn Grasso Hume
Allan Kilen

"TREASURE ISLAND"
SLOT TOURNAMENT
JUNE 20-22, 1993

FACT SHEET

WHAT: Hoist the crossbones! Fire the cannons! Roll out the rum! Treasure awaits at The Mirage's "Treasure Island" slot tournament.

DATE: June 20 through June 22, 1993. **SUNDAY ARRIVAL!!**

PRIZES: The prize structure is as follows:

- $170,000 in total cash prizes
- $20,000 Grand Prize
- Our 40 finalists will win $750 to $20,000.
- **EVERYONE IS A WINNER!!**

COST: The entry fee is $650. A $400 deposit is due by June 7.

ENTRY FEE INCLUDES:

- A "treasure from the deep" gift
- "Jolly Mirager" Luncheon
- "Treasure Island" Awards Banquet
- A swashbucklers surprixe for our top 10 winners

ENTRIES: 300 entries will be accepted. The prize structure is based on 275 participants.

FORMAT: Each contestant will play two rounds on Monday and one round on Tuesday morning.

The 40 contestants with the top overall combined scores will continue play in the finals on tuesday afternoon. The finals will consist of 3 sessions with each contestant's scores being combined and then ranked at the end of the third session.

1 ertificates sequentially numbered from 0936-0946:

Avast ye scoundrels!
Prepare to set sail to the new
Treasure Island Resort and Casino
for your complimentary two night stay.

Please contact your favorite Club Mirage Maties at
1-800-937-4444 to make your reservations.

This offer is valid from October 27, 1993 to January 27, 1994 and is subject to availability. Must present photo I.D. upon check-in. This certificate has no cash value and is non-transferrable.

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE BEFORE THE TRADEMARK TRIAL AND APPEAL BOARD

PRAIRIE ISLAND INDIAN COMMUNITY, A FEDERALLY RECOGNIZED INDIAN TRIBE, Plaintiff, vs. TREASURE ISLAND CORP., Defendant.	Opposition Nos. 91115866 and 91157981 Cancellation Nos. 92028126 92028127; 92028130; 92028133; 92028145; 92028155; 92028171; 92029174; 92028199; 92028248; 92028280; 92028294; 92028314; 92028319; 92029325; 92028342; and 92028379 (as consolidated)

CERTIFICATE OF SERVICE

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CERTIFICATE OF SERVICE

I hereby certify that a copy of the foregoing **DEPOSITION TRIAL TESTIMONY OF RONALD VALENTINE** was served on:

HAUGEN LAW FIRM
Eric O. Haugen, #189807
121 S. Eighth Street
1130 TCF Tower
Minneapolis, MN 55402
Phone: 612.339.8300
Express Mail #EV 705987196

JACOBSON, BUFFALO, SCHOESSLER & MAGNUSON, Ltd.
Henry M. Buffalo, Jr., #236603
Joseph F. Halloran, #224132
Shawn R. Frank, #0309941
1360 Energy Park Drive, Suite 210
Saint Paul, MN 55108
Phone: 651.644.4710
Express Mail # EV 705987182

ATTN: TTAB
Commissioner for Trademarks
P.O. Box 1451
Alexandria, VA 22313-1451
Express Mail # EV 705987205

attorneys for **PETITIONER/OPPOSER** by causing a full, true, and correct copy thereof to be sent by the following indicated method or methods, on the date set forth below:

- ☐ by mailing in a sealed, first-class postage-prepaid envelope, addressed to the last-known office address of the attorney, and deposited with the United States Postal Service at Las Vegas, Nevada.
- ☐ by hand delivery.
- ☒ by sending via overnight courier in a sealed envelope.
- ☐ by faxing to the attorney at the fax number that is the last-known fax number.
- ☐ by electronic mail to the last known e-mail address.

DATED: 12/13/05

An employee of Greenberg Traurig, LLP
Attorney for Registrant/Applicant

1 UNITED STATES PATENT AND TRADEMARK OFFICE

2 TRADEMARK TRIAL AND APPEAL BOARD

3 ----------

4 Prairie Island Indian Community, a federally recognized Indian
5 tribe,
Plaintiff,
6
vs.
7
Treasure Island Corp.,
8
Defendant.
9

10
11

Opposition Nos. 91115866 and 91157981

ORIGINAL

Cancellation Nos. 92028126; 92028127; 92028130; 92028133; 9208145; 9208155; 92028171; 92029174; 92028199; 92028248; 92028280; 92028294; 92028314; 92028319; 92029325; 92028342; and 92028379 (as consolidated)

12

The trial evidence deposition of RONALD VALENTINE, taken
13 at the request of the Registrant/Applicant, pursuant to the Notice, before Corinne K. Schieck, Registered Professional
14 Reporter and Notary Public in and for the County of Dodge, State of Minnesota, at the Riverland Community College, Austin,
15 Minnesota, on the 1st day of December, 2005, commencing at 11:22 p.m.
16

APPEARANCES:

17

18 MR. ERIC O. HAUGEN, Attorney at Law, of the law firm of Haugen Law Firm, 121 South Eighth Street, 1130 TCF Tower,
19 Minneapolis, Minnesota 55402, for the Opposer,

20 Via Video Conference:

21 MR. R. RICHARD COSTELLO and MS. LARAINE M. I. BURRELL, Attorneys at Law, of the law firm of Greenberg Traurig, 3773
22 Howard Hughes Parkway, 500 North, Las Vegas, Nevada 89109, for the Registrant/Applicant.
23
24
25

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8 C Trademark Research Report 1-21-92 33/ 33 / 62

9 D Merchant & Gould Letter 4-22-92 44/ 44 / 62

10 E Picture of a Hat-Treasure Island 46/ 46 / 62

11 F Picture of Palm Trees-Treasure Island Resort & Casino 46/ 46 / 62

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14 H Purchase Order 4-27-92 53/ 53 / 62

15 ---

16 RONALD VALENTINE

17 called as a witness, being duly sworn, testified as follows:

18 DIRECT EXAMINATION

19 BY MR. COSTELLO:

20 Q. Would you give us your full name, please.

21 A. My name is Ronald Gerald Valentine.

22 Q. And, spell the last name for the record.

23 A. V-a-l-e-n-t-i-n-e.

24 Q. Mr. Valentine, my name is Richard Costello. I'm here

25 with another attorney in our firm, Laraine Burrell. We're here

1 to ask you some questions regarding the proceedings which
2 involved the Treasure Island at the Mirage in Las Vegas, Nevada
3 and the Treasure Island owned by the Prairie Island Indian
4 Community in Minnesota.
5 As you know, your deposition has been taken before, and
6 I'm going to, for the most part, stick to your deposition. I
7 understand that -- have you had a chance to read that
8 deposition before today?
9 A. No.
10 Q. No. All right. I know these events happened a while
11 ago. It's really not a memory contest. I think that most of
12 the things that I ask you will be obvious from the contents of
13 the question, or in the event that you do provide an answer or
14 don't remember an answer that you gave in your deposition, I'll
15 have the court reporter give that to you, and identify a page
16 and line reference that you can refresh your memory regarding
17 your previous testimony.
18 Does that sound like it will work for you, Mr.
19 Valentine?
20 A. I'll do my best.
21 Q. All right. Thank you. While you have had your
22 deposition taken before, this is a little bit different in that
23 this transcript of these proceedings will go directly to the
24 Trademark Trial and Appeal Board, who will have the opportunity
25 to read the transcript and draw whatever conclusions they're

1 going to draw from that reading, and other materials that have
2 been submitted heretofore.
3 So, for that reason, since this is an administrative
4 agency who is looking at all the materials, I may ask you some
5 questions that may seem very obvious to you, or to me, but may
6 not be so obvious to the Board, and I appreciate your
7 indulgence there.
8 If I ask you a question which you don't understand,
9 please stop me and I'll try to rephrase it for you before we
10 continue. Do you have any questions about the process?
11 A. No. I don't.
12 Q. Okay. You understand that you are under oath in this
13 case, and it's an oath that you have taken, it's really during
14 trial, because this transcript, as I say, these proceedings are
15 going right to the Trademark Trial and Appeal Board and this is
16 a trial procedure, and somewhat different than what we see on
17 TV, but they do this -- they do it this way. So, I'd ask you
18 to give your best and complete answer today. Will you do that
19 for us?
20 A. Yes. I will.
21 Q. All right. Thank you. If we have any difficulties,
22 technicalities, then stop me and we'll call in the technical
23 person here to give -- to ask them to take care of those for
24 us. All right?
25 A. Go ahead.

1 Q. All right. Thank you. Mr. Valentine, as I recall in
2 reading your deposition, you started at the Prairie Island
3 Indian Community in November -- of November of 1991. Is that
4 correct?
5 A. Yes. It is.
6 Q. All right. And, you left the Prairie Island Indian
7 Community, at the -- actually, the facility known as the
8 Treasure Island in Minnesota in about November of 1992. Is
9 that correct?
10 A. Yes. It is.
11 Q. So you were there approximately -- during that 12 month
12 period, November of '91 through November 1992?
13 A. That's correct.
14 Q. Thank you. As I understand the process at the Prairie
15 Island Indian Community, you would have been hired by whom?
16 A. I was hired by the Tribal Council.
17 Q. All right. And, for the benefit of the Board, does
18 Tribal Council is -- I'll describe it as sort of the governing
19 body for the facility in this case, the Treasure Island
20 business -- the business of the Treasure Island Casino?
21 A. Not only the Casino, but the -- as I understand it,
22 also the tribal business -- any other tribal issues, as well,
23 not just the Casino.
24 Q. All right. And, then, for the purposes of this
25 testimony we'll stick to just the issues regarding the Casino.

1 So, it is correct, then, to say that the Tribal Council is the
2 governing body for the business of the Treasure Island Casino.
3 Correct?
4 A. Yes. It is.
5 Q. All right. And, by governing body, really, they make
6 the decisions that are important to the operation and
7 management of that Treasure Island Casino?
8 A. That's correct.
9 Q. Right. When you were hired in November of 1991, then,
10 you would have been hired by the Tribal -- the Prairie Island
11 Indian -- the Tribal Council?
12 A. That's correct.
13 Q. Is that correct? All right. While you were at the --
14 what were your duties, or what was your title in November of
15 1991 when you started employment for the Treasure Island Casino
16 in Minnesota?
17 A. My title was that of General Manager.
18 Q. What were your duties as General Manager during the
19 period of 1991 through 1992?
20 A. To oversee and manage the entire operation, as well as
21 instructing the Tribe on various business practices that
22 related to the Casino.
23 Q. When you provided instructions to the Tribe, the Tribal
24 Council, pardon me, regarding various business practices, what
25 was the reason for your presentation --

1 A. It's my understanding that the reason I was hired as
2 opposed to somebody with more casino experience is that my
3 background included that of teaching people how to run
4 businesses, and I did that through the Minnesota technical
5 college system.
6 Q. All right. Perhaps my question wasn't clear. I was
7 really trying to determine -- I think you said in your prior
8 answer that one of your duties, as General Manager, was to
9 instruct the Tribal Council regarding various business
10 practices. Is that correct?
11 A. That's correct.
12 Q. Oh, I see what you're saying. So as a former teacher,
13 or as teacher of business practices, one of your duties, as you
14 saw it, and were required to perform, was to instruct the
15 Tribal Council regarding various business practices of the
16 Prairie Island casino -- I'm sorry, the Treasure Island Casino?
17 A. Yes. That's correct.
18 Q. Okay. In addition to part of your duties of
19 instructing the Tribal Council, did you also present to the
20 Tribal Council -- I'll just characterize them as business
21 issues?
22 A. Yes.
23 Q. And, seek the -- okay. And you presented those
24 business issues to the Tribal Council in order to seek their
25 guidance or instructions?

1 A. Direction, as well.

2 Q. And direction. Can you give us an idea of what kind of
3 areas the Tribal Council would provide direction to you during
4 your employment as the General Manager of the Treasure Island
5 Casino?

6 A. Basically, we would have manager meetings with the
7 Tribal Council, and during that process we would have a list of
8 items that we would go through. We would have an agenda that I
9 would present to the Tribal Council. The agenda was
10 multifaceted, and as we went through that agenda, myself, and
11 my staff, gave input into the Tribal Council, and the Tribal
12 Council, in turn, gave us specific instructions, and
13 authorizations, and asked questions, and through that process
14 we were able to go ahead and manage the casino.

15 Q. You stated that the Tribal Council provided you with
16 authorizations. Would those be authorizations, for example,
17 for expenditures of funds?

18 A. Yes.

19 Q. Would those authorizations include the authorization to
20 hire, for example, outside counsel?

21 A. Yes.

22 Q. In your deposition, Mr. Valentine, you state that when
23 you arrived at the Treasure Island Casino there in Minnesota in
24 November of 1991, that the organization of that business,
25 before you arrived, I think you said, I just want to -- had

1 been virtually headless for about three months.
2 A. That's correct.
3 Q. Do you recall that testimony?
4 A. Yes. I do.
5 Q. In another area of your prior deposition you state that
6 the operation of the business, before you arrived, was a bit --
7 I think you characterized it as helter skelter. Do you recall
8 that?
9 A. Yes. I do.
10 Q. During your employment as a General Manager at the
11 Prairie Island facility, you made two trips, as I understand
12 it, to Las Vegas. Is that correct?
13 A. Um-hm -- I believe there were more than that, but at
14 least two.
15 Q. At least two. All right. It's my understanding that
16 at least one of those trips was for the purpose of meeting with
17 and -- at least meeting with John -- Mr. John Hall?
18 A. That's correct.
19 Q. Mr. Hall was the -- he was an employee at the Mirage
20 Hotel in Las Vegas, Nevada at the time that you met him?
21 A. Yes. Yes, he was.
22 Q. And, Mr. Hall's position at the Mirage Hotel, when you
23 met him, was what?
24 A. I believe he was a floor manager in the table games
25 department.

1 Q. Do you recall how long -- in your deposition you said
2 you hired Mr. Hall some time in the fall of 1992?
3 A. Um-hm -- I believe so.
4 Q. Is it fair to say that prior to the time that you hired
5 Mr. Hall, in the fall of 1992, that you would have met with him
6 before that time?
7 A. No.
8 Q. No. So you met with him and hired him at the same
9 time, essentially, the fall of 1992?
10 A. I believe so. In fact, I was there with one of the
11 Council members, as well.
12 Q. You were there in Las Vegas with one of the Council
13 members in the fall of 1992 when you met with Mr. Hall?
14 A. Right. She was present at the interview.
15 Q. I know this is -- this technical range may sometimes be
16 difficult, but it would be easiest if you'd allow me to finish
17 my question before you answer, and I will allow you to finish
18 your answer before I ask the next question. That will help
19 both you and -- it will also help me, but most importantly it
20 will help the court reporter to take an accurate record. So I
21 apologize if I have been asking questions before you were
22 finished answering.
23 In your deposition you state that it was one -- it was
24 in one of those travels to Las Vegas during your employment
25 with the Prairie Island facility that you first learned of the

1 development of the property known as Treasure Island at the
2 Mirage here in Las Vegas, Nevada. Is that correct?
3 A. I'm not sure if that's correct or not. I would -- I
4 would have to refer to my previous testimony to find out, to
5 refresh my recollection.
6 Q. All right. Thank you. Just a moment, please. Well,
7 let's start at it this way. It was during one of those trips
8 that you first learned about the Treasure Island at the Mirage
9 in Las Vegas, Nevada?
10 A. I cannot remember that. I -- I remember the Mirage,
11 but I -- because I obviously stayed there.
12 Q. Mr. Valentine -- or --
13 MR. COSTELLO: Ms. Reporter, if you would now please
14 hand to Mr. Valentine the copy of his deposition.
15 REPORTER: He has it in front of him.
16 Q. (Mr. Costello) Thank you. Mr. Valentine, if you would
17 refer to page 13 of your deposition. Beginning at Line 12.
18 Just read Lines 12 through 21 to yourself.
19 A. (Reviewing document.) I think that's -- that's a
20 correct answer.
21 Q. All right. So the question was, "Question. When did
22 you first hear of the Treasure Island Las Vegas?" Without
23 repeating your entire answer here you indicated you weren't
24 sure, but it was probably after you were hired at Treasure
25 Island, and it may have been on a buying trip to Las Vegas. Is

1 that essentially correct?
2 A. Yes.
3 Q. That would have been at some time after you first
4 learned about Treasure Island in Las Vegas that you would have
5 presented that information to the Tribal Council. Correct?
6 A. That probably -- yes.
7 Q. Well, it seems to me that you could not have presented
8 information to the Tribal Council unless you first knew about
9 Treasure Island in Las Vegas. Correct?
10 A. Ah -- the reason I'm hedging is because I don't know if
11 I told the Tribal Council at that time.
12 Q. No. I'm not asking you that. I'm asking you whether
13 or not it's fair to state that you would have not have been
14 able to inform your Tribal Council of your knowledge of the
15 property Treasure Island at the Mirage unless you had that
16 knowledge about the Treasure Island at the Mirage?
17 A. Yes. That's correct.
18 Q. And, you just told us in your deposition that you first
19 learned about the Treasure Island at the Mirage after you were
20 employed by the Tribal Council. Correct?
21 A. Yes.
22 Q. And some time after you're employed by the Tribal
23 Council, you went to Las Vegas, Nevada. Correct?
24 A. Yes.
25 Q. And it was after you went to Las Vegas, Nevada that you

1 first learned about the Treasure Island at the Mirage property
2 that was being built. Correct?
3 A. That's -- yes.
4 Q. And it would have been after you learned about the
5 Treasure Island at the Mirage property that you would have, at
6 some time after that, have informed the Tribal Council about
7 your knowledge of the Treasure Island at the Mirage property?
8 A. That's correct.
9 MR. COSTELLO: Ms. Reporter, if you would hand to Mr.
10 Valentine, please, the exhibit which shows a picture of palm
11 trees and the name "Mirage Las Vegas" on it.
12 REPORTER: He has that before him.
13 Q. (Mr. Costello) Mr. Valentine, may I ask you this, this
14 exhibit -- this is -- do you recognize this logo on the Mirage
15 in Las Vegas, Nevada?
16 A. Yes.
17 Q. This logo of the Mirage in Las Vegas, Nevada, is it
18 fair to state you would have seen on one of your trips to Las
19 Vegas?
20 A. I didn't hear the question.
21 Q. I'm sorry. Would it be fair to state that you would
22 have seen this logo for the Mirage Las Vegas during one of your
23 trips to Las Vegas?
24 A. Yes.
25 Q. And, would you have first seen this logo during your

1 trip -- one of your trips while you were the General Manager of
2 the Prairie Island property?
3 A. Yes.
4 Q. All right.
5 MR. COSTELLO: Ms. Reporter, would you please mark this
6 exhibit as Exhibit A.
7 (Treasure Island Exhibit A marked.)
8 Q. (Mr. Costello) And, for the record, Mr. Valentine,
9 Exhibit A is the -- what you have identified as what you
10 recognize as the logo for the Mirage in Las Vegas. Correct?
11 A. Yes.
12 Q. Is the Exhibit A that you have, Mr. Valentine, in front
13 of you, is that a color copy of that logo?
14 A. Yes. It is.
15 Q. Thank you. In reading the depositions of some of the
16 other Tribal Council members, and, by the way, let's -- let's
17 see if we can establish that for the, for the record here, Mr.
18 Valentine. Do you recall that a Tribal Council member during
19 your tenure as General Manager would have been Lucy Taylor?
20 A. Yes. She was one of the Council members when I first
21 started.
22 Q. All right. She was one of the Tribal Council members
23 that you would have reported to in the manner you described
24 earlier in your deposition today?
25 A. That's correct.

1 Q. In reading Ms. Hall's (sic) deposition, she indicated
2 that at some time in -- while you were employed at Prairie
3 Island, that you went to the Tribal Council and advised the
4 Tribal Council about your knowledge regarding the property,
5 Treasure Island at the Mirage, that was going to be built at
6 Las Vegas, Nevada.
7 Does that comply with -- does that suit with your
8 recollection, in other words, where you presented information
9 regarding the Treasure Island-Las Vegas, Nevada to the Tribal
10 Council at Prairie Island?
11 A. It does, but I -- but I don't know what date that was.
12 Q. Fair enough. And, there is also some information in
13 the records that you would have prepared some materials, I
14 think newspaper clippings, things of that nature, that you
15 presented to the Tribal Council. Do you recall that
16 presentation?
17 A. No. I do not.
18 Q. Okay. Whether or not you presented materials to the
19 Tribal Council, you do recall that you made a presentation to
20 the Tribal Council regarding the Treasure Island at the Mirage
21 in Las Vegas?
22 A. Yes.
23 Q. One of the purposes in making that presentation would
24 have been to determine, or obtain directions or instructions
25 from the Tribal Council members as to what, if anything, they

1 would want to do as a result of that knowledge that you had
2 about the Treasure Island Mirage property. Is that correct?
3 A. Can you repeat the question, please?
4 Q. Sure. Sorry. It's a little bit convoluted. One of
5 the purposes that you had in presenting the information
6 regarding the Treasure Island-Las Vegas to the Tribal Council
7 was to obtain the Tribal Council's directions or instructions.
8 Correct?
9 A. I don't think so. Ah -- would you like me to elaborate
10 on that a little bit?
11 Q. Well, let me see if I can follow up on that. To your
12 knowledge, did the Tribal Council -- was the Tribal Council
13 aware of the Treasure Island at the Mirage property being built
14 in Las Vegas, Nevada before you made presentation to them?
15 A. I don't believe they were, but I couldn't say for sure.
16 Q. I'm assuming that you had some business purpose for
17 advising the Prairie Island Tribal Council about the Treasure
18 Island Mirage property which was being built in Las Vegas. Is
19 that a fair statement?
20 A. Yes.
21 Q. And based on what you told us earlier, the Tribal
22 Council would have provided you -- they were the entity, the
23 authority over the Treasure Island in Minnesota, the Tribal
24 Council would have provided you with instructions or
25 authorizations about what action, if any, to take as a result

1 of the knowledge that you just gave to them. Is that correct?
2 A. Yes.
3 Q. And, you also told us that the Tribal Council could
4 have, for example, provided you with an authorization to hire
5 counsel, outside counsel. Correct?
6 A. That's correct.
7 Q. And isn't it correct, also, that the outside counsel
8 that the Prairie Island Tribal Council hired was Merchant &
9 Gould?
10 A. They -- yes. They hired Merchant & Gould.
11 Q. Isn't it also true that Merchant & Gould was hired for
12 the purpose of reviewing, or determining whether the Prairie
13 Island Indian Community could obtain trademark rights for the
14 name of its casino?
15 A. That's correct. I should tell you that the -- the
16 hiring of Merchant & Gould was a recommendation that I
17 specifically made to the Council as a result of some specific
18 instances that had occurred to me in other business practices.
19 Q. I'm aware of your testimony in your deposition on that
20 issue.
21 A. Okay.
22 Q. So as I understand the chronology here, then, you made
23 your presentation to the Council, and the Council then
24 recommended that Merchant & Gould be hired. Is that correct?
25 A. Yes. I believe so.

1 Q. All right. What you're telling us is that you made
2 your presentation to the Council, first. Second, as a result
3 of your prior business experiences, you recommended to the
4 Council that they hire a trademark counsel. Is that correct?
5 A. Yes. What I'm not sure about is whether or not that
6 all occurred during that same time frame, in the same meeting.
7 Q. Understood. And, isn't it also true that as a result
8 of your recommendation, the Tribal Council hired outside
9 counsel, outside counsel in the form of trademark counsel, to
10 look at this issue, that, in fact, the Prairie Island Indian
11 Community actually hired Merchant & Gould?
12 A. That's correct.
13 Q. So, the only thing in question now is whether or not it
14 would have occurred at the same meeting?
15 A. That's correct.
16 Q. You don't have any recollection of that. It might
17 have, in fact, occurred over several meetings?
18 A. I believe my recommendation to hire Merchant & Gould
19 was one of the first things I did when I came to Treasure
20 Island.
21 Q. All right. And you have already testified that it was
22 one of the first things you did because you had recently been
23 to Las Vegas and seen the development of the Treasure Island
24 Mirage property. Correct?
25 A. No. I -- I made the recommendation for them to go

1 ahead and trademark their businesses, or trademark the name
2 Treasure Island based on some other business experiences that I
3 have had. Not as a result of my seeing or hearing about a
4 Treasure Island being built in Las Vegas.
5 Q. All right. So you would have had to make a
6 recommendation to the Prairie Island Tribal Council to hire an
7 attorney to look into the issue of trademark registration?
8 A. That's correct.
9 Q. And the Prairie Island Tribal Council would then have
10 had to provide you with authority to hire an outside trademark
11 counsel such as Merchant & Gould in order to look at that
12 trademark registration process. Correct?
13 A. Correct.
14 Q. And you're not sure whether or not those two events,
15 that is your recommendation and subsequent hiring of Merchant &
16 Gould occurred at the same meeting, or whether they occurred
17 over a course of several meetings. Correct?
18 A. I think the -- if memory serves me correctly, the
19 presentation that I made as -- to go ahead, or the request that
20 I made to hire Merchant & Gould was not made at the same
21 presentation of the Tribal Council when I indicated that I had
22 found out about Treasure Island going up in Las Vegas. It was
23 a different --
24 Q. All right. So --
25 A. -- it was a different meeting.

1 Q. So what you're saying now, what you're remembering now
2 is that you -- that you made a recommendation to the Tribal
3 Council to hire trademark counsel such as Merchant & Gould, and
4 that you believe now that that recommendation was made before
5 you became aware of the Treasure Island Mirage property in Las
6 Vegas. Is that correct?
7 A. As -- as memory serves me.
8 Q. All right. And, so, what I'm saying is that -- what
9 I'm asking you is whether or not it's also true that when you
10 made your presentation to the Tribal Council to hire trademark
11 counsel, that presentation was made before the actual hiring of
12 Merchant & Gould occurred?
13 A. Yes.
14 Q. And, at your presentation it was not necessarily as a
15 recommendation, it was a subsequent -- let me rephrase that
16 question. Your presentation and the subsequent authorization
17 by Merchant -- by the Prairie Island Tribal Council to hire
18 Merchant & Gould may not have occurred at the same meeting.
19 Correct?
20 A. That's correct.
21 Q. So, the time between your presentation and the
22 authorization by the Tribal Council to hire Merchant & Gould
23 could have been over the course of several weeks?
24 A. In all -- it could have been, yes.
25 Q. Did you actually make the contact with Merchant &

1 Gould?

2 A. I believe I did.

3 Q. All right. So you would have met with one of the

4 attorneys from Merchant & Gould and requested, generally, to

5 obtain a trademark search?

6 A. The reason we contacted Merchant & Gould was because

7 the Tribe was in the process of expanding its casino

8 significantly, and that was probably the main reason why we

9 wanted to go ahead and make sure that the name was -- that we

10 had the name protected.

11 Q. And my question was, you met with Merchant & Gould and

12 you advised Merchant -- or requested Merchant & Gould to

13 provide you with a trademark search. Correct?

14 A. Yes.

15 Q. And at some time after that, do you remember whether --

16 how many times you met with Merchant & Gould?

17 A. I do not.

18 Q. Is it fair to state that some time after your -- do you

19 remember the name of the attorney that you met with at Merchant

20 & Gould?

21 A. Um-hm -- no. That's a long time ago.

22 Q. Does the name Gregory Sebald, S-e-b-a-l-d, sound

23 familiar?

24 A. Yes. It does.

25 Q. Do you remember meeting with Mr. Sebald regarding the

1 issue of the Prairie island Indian Community name?
2 A. I believe most of our meetings were telephone
3 conversations.
4 Q. All right. So, you would have met with someone from
5 Merchant & Gould, perhaps Mr. Sebald, by telephone, at least
6 once?
7 A. I think there were more -- it was on more than one
8 occasion, because he'd call on several occasions to keep us
9 abreast of the search.
10 Q. All right. And, at some point in time, is it your
11 understanding a search was conducted?
12 A. Yes.
13 Q. And, at some point in time, were you apprised of the
14 result of that search?
15 A. To my knowledge, the results of the search were that
16 the only -- the only name --
17 Q. I'm not asking whether or not --
18 A. Oh.
19 Q. -- about the results. I'm asking you, at some point in
20 time were you -- did Merchant & Gould tell you about the result
21 of the search it had performed at your request?
22 A. Yes.
23 Q. Do you recall whether you first learned of the results
24 of the search by a telephone communication with an attorney at
25 Merchant & Gould?

1 A. I believe it was by telephone communication.

2 MR. COSTELLO: Ms. Reporter, would you please hand Mr.
3 Valentine the letter from Merchant & Gould dated April 15,
4 1992.

5 REPORTER: He has that in his hand.

6 MR. COSTELLO: Ms. Reporter, would you please mark that
7 Merchant & Gould letter of April 15, 1992 as Exhibit B.

8 (Treasure Island Exhibit B marked.)

9 Q. (Mr. Costello) Mr. Valentine, in reading your prior
10 deposition, I believe you testified that one of the -- one of
11 your accomplishments as General Manager was to develop a five
12 or a ten year plan, essentially a marketing plan, or a business
13 plan, for that community. Is that correct?

14 A. That's correct.

15 Q. And, I gather that you did that because prior to the
16 time you developed that marketing plan the Treasure Island --
17 I'm sorry, the Prairie Island Community did not have a business
18 plan for its casino?

19 A. That's correct.

20 Q. Was your business plan, then, the first business plan
21 that the Prairie Island Community had for its casino?

22 A. To my knowledge.

23 Q. In other words, when you told us earlier that the
24 organization at Prairie Island -- well, when you said that the
25 organization was essentially "headless," did you mean that the

1 Tribal Council was essentially headless or that the
2 organization and the management of the Treasure Island Casino
3 was essentially headless?
4 A. The Tribal Council had previously terminated the
5 employment of a General Manager and hired an interim that came
6 down and worked maybe one or two or three days a week, so the
7 Tribal Council was certainly not headless, but the Casino did
8 not have a General Manager, per se.
9 Q. Okay. So what you're referring to is there was really
10 no direction provided by a General Manager at the casino.
11 There was no direction supplied by a General Manager to the
12 Tribal Council?
13 A. That's correct.
14 Q. So it was you that developed the business plan and the
15 business -- I'll say -- rephrase that question. Sorry. It was
16 you that developed a business plan for the casino which you
17 presented to the Tribal Council?
18 A. That's correct.
19 Q. And before you presented your business plan to the
20 Tribal Council, no business plan had been presented to them
21 regarding the casino?
22 A. Not to my knowledge.
23 Q. Did you also -- as part of your business plan, did you
24 also present a marketing plan?
25 A. I hired a marketing firm to do that.

1 Q. Do you remember when you presented your business plan
2 to the Tribal Council?
3 A. The only thing that my memory serves me is that it was
4 obviously prior to them embarking on a major expansion. I
5 don't -- I can't -- I don't know what the time frame is.
6 Q. With regard to that, would it be fair to say that your
7 preparation of a significant business plan, a business model
8 for the Community would not have occurred during your first
9 month of employment --
10 A. Yes.
11 Q. -- at the Casino. Thank you. Typically, to -- in
12 order to understand the business of the Community, is it fair
13 to say that it would have taken you at least several months to
14 understand that business, and, then, begin to prepare a
15 business plan for the community?
16 A. That's correct.
17 Q. Is there any way for you to determine when you
18 presented that business plan to the Tribal Council?
19 A. I believe we presented that in the spring of the year
20 that -- after I was employed, which would make it -- I was
21 employed in November, so it would probably have been in April
22 or May.
23 Q. Of 1992?
24 A. That's correct.
25 Q. Is it fair to state that prior to your presentation to

1 the Community of your business plan, April or May of 1992, that
2 you were already aware of the Treasure Island Mirage property
3 which was going to be built in Las Vegas?
4 A. Probably.
5 Q. All right. Mr. Valentine, if you would please look at
6 Exhibit B. And I ask you to identify that for us, please.
7 Just, generally, what is Exhibit B?
8 A. It's a letter to me from Merchant & Gould. And it's,
9 approximately, a five -- four or five page document.
10 Q. All right. The letter is dated April 15, 1992?
11 A. That's correct.
12 Q. It's addressed to you, Mr. Valentine, General Manager
13 of the Treasure Island Casino & Bingo in Welch, Minnesota?
14 A. That's correct.
15 Q. Correct? And, it was this -- it says "regarding
16 trademark search." Do you see that on the line just below your
17 address?
18 A. Yes.
19 Q. So this would have been the communication from the
20 attorney at Merchant & Gould regarding the trademark search,
21 and this letter would have come as a result of your prior
22 recommendation to hire and subsequently hire of Merchant &
23 Gould to perform a trademark search. Correct?
24 A. Yes.
25 Q. The letter is written by Mr. Sebald, Gregory A.

1 Sebald, S-e-b-a-l-d. Do you see that on page 3?
2 A. I see that.
3 Q. Okay. There's also a copy to William J. Hardacker,
4 H-a-r-d-a-c-k-e-r, Esquire. Who is that, please?
5 A. He was the Tribal counsel at the time.
6 Q. And, Mr. Hardacker is also an attorney as well as a
7 member of the Tribal Council?
8 A. No. He was not.
9 Q. He was not an attorney?
10 A. He was an attorney, he was not a member of the Tribal
11 Council.
12 Q. Okay. Now, I thought you said Mr. Haardacker was on
13 the Tribal Council. I may have misunderstood you.
14 A. No.
15 Q. All right. So, Mr. Haardacker was an attorney who
16 reported -- or was present at meetings of the Tribal Council?
17 A. On occasions.
18 Q. On occasions. Okay. So that's why this letter would
19 have been copied to him? That's all I'm trying to figure out.
20 A. Yes.
21 Q. And, Michelle Michel, M-i-c-h-e-l, Esquire, who was
22 that?
23 A. I can't recall.
24 Q. Okay. Did you, in fact, review -- you did, in fact,
25 receive this letter, Exhibit B. Correct?

1 A. I believe I did. I'm sure I did.

2 Q. All right. Attached to Exhibit B are an additional two
3 pages, which had a heading -- it looks like sort of a magazine,
4 People Entrepreneurs. Do you see that?

5 A. I see the -- I see the article, yes.

6 Q. All right. Let's go to the second page of that Exhibit
7 B, please.

8 REPORTER: Are you talking about the article or the
9 actual letter?

10 Q. (Mr. Costello) The letter, Mr. Valentine, which is page
11 2 of that letter of April 15, 1992.

12 REPORTER: Go ahead.

13 Q. (Mr. Costello) Do you have that in front of you, Mr.
14 Valentine?

15 A. Yes. I do.

16 Q. Please look at the second paragraph of that letter and
17 read that to yourself.

18 A. (Reviewing document.) Yes.

19 Q. All right. That paragraph at the very last sentence of
20 that, of that second paragraph, on page 2 states, quote, "After
21 review of the Business Week article, it is not clear whether
22 this is the same entity headed by Steve Wynn," period, close
23 quote. Do you see that sentence?

24 A. Yes. I do.

25 Q. Now, if you'd turn to the Exhibit, or the document that

1 is attached to that letter, that is the last two pages, at the
2 top it says People Entrepreneurs. Do you see that?
3 A. Yes.
4 Q. And the heading is, "Wynn's" -- quote, "Wynn's World:
5 White Tigers, Blackjack, and a Midas Touch." Do you see that?
6 A. Yes. I do.
7 Q. At the bottom of that page, in the lower left-hand
8 corner, it has the identification, Business Week.
9 A. (Reviewing document.) Yes. I do.
10 Q. All right. So, is it fair to state that that is the
11 Business Week article to which Merchant & Gould and counsel is
12 referring to in his letter of April 15, 1992?
13 A. I'm not sure if this was attached to his letter or not
14 at the time.
15 Q. Well, I didn't say it was attached. I ask you whether
16 or not that is the one -- is it fair to say that's what Mr.
17 Sebald is referring to in the last sentence of the second
18 paragraph when he says, "After review of the Business Week
19 article --
20 A. Uh-huh.
21 Q. -- it is not clear whether this is the same entity
22 headed by Steve Wynn"?
23 A. I -- yes. That's probably the article he's referring
24 to.
25 Q. All right. Thank you. And that paragraph, number two,

1 identifies a registration for Treasure Island in Nevada.
2 Correct?
3 A. That's what it says.
4 Q. Now, turn to the Business Week article, please.
5 A. (Reviewing document.)
6 Q. If you look at the second column of that article, at
7 the beginning of the second sentence where it begins with,
8 quote, "With the paint on the Mirage barely dry" -- do you see
9 that?
10 A. Yes. I do.
11 Q. I'll read this for the record. Quote, "With the paint
12 on the Mirage barely dry, he's spending 430 million on another
13 3,000 room casino hotel called Treasure Island. Planned for an
14 18 acre site next to the Mirage on the Las Vegas strip, the new
15 project will have its own splash of daring. In a 360-foot
16 water-filled canal, mock pirate ships will stage gun battles
17 where stuntmen catapult into the air as explosions appear to
18 destroy their vessels," close quote. Do you see that?
19 A. Yes. I do.
20 Q. Now, if you'll refer back to page 2 of the letter, the
21 second paragraph. That paragraph seems to indicate that you
22 had previously expressed concern over the registration of the
23 mark Treasure Island in Nevada. Do you see that first
24 sentence, Mr. Valentine?
25 A. On the -- on the first sentence in the second

1 paragraph?

2 Q. Yes, sir.

3 A. Yes. I see that.

4 Q. And that first sentence says, quote, "A relevant mark,

5 and one which you had expressed concern over, was the

6 registration of Treasure Island in Nevada," period close quote.

7 Do you see that?

8 A. Yes.

9 Q. Okay. Now, when the author of this letter, Mr. Sebald,

10 refers to "which you had expressed a concern," and the letter

11 is addressed to you, I'm assuming that you are the individual

12 who had expressed concern over the registration of the mark

13 Treasure Island in Nevada. Is that fair --

14 A. Yes, it is.

15 Q. -- assumption? And, then, in the last sentence of that

16 same paragraph, the Merchant & Gould attorney states that after

17 he reviewed that Business Week article he's not clear whether

18 the entity that's identified in that paragraph two is the same

19 entity headed by Steve Wynn. Do you see that?

20 A. Yes. I do.

21 Q. So at the time of this April 15, 1992 letter, you would

22 have been aware of a registration in Nevada for the mark

23 Treasure Island. Correct?

24 A. Yes.

25 Q. And you would have also been aware that the goods and

1 services listed for that mark were hotel and casino. Is that
2 correct?
3 A. Yes.
4 Q. And, you would have also been aware that Mr. Wynn was
5 going to build a 3,000 room casino called Treasure Island.
6 Correct?
7 A. Yes.
8 Q. As of April 15, 1992, you just weren't sure whether or
9 not those two properties, the Treasure Island mark in Nevada
10 registered for goods -- for hotel and casino services and that
11 of Mr. Wynn's planned property were the same?
12 A. That's correct.
13 Q. Look at the third paragraph, please, of the letter of
14 April 15th.
15 A. (Reviewing document.) Go ahead.
16 Q. I'll read this into the record. Quote. "Also of
17 interest, you might note that Treasure Island has been
18 registered in Nevada for slot merchandising to GNLV
19 Corporation," period, close quote. So at the time of this
20 letter, April 15, 1992, you were also aware that another
21 entity, GNLV, had registered the mark Treasure Island for slot
22 merchandising. Correct?
23 A. Yes.
24 Q. Were you ever provided -- did Merchant & Gould ever
25 provide to you a copy of the Trademark Search Report on which

1 it made this letter of April 15, 1992?
2 A. I'm not -- I'm not aware of the fact that they did.
3 MR. COSTELLO: Ms. Reporter, if you would please
4 provide to the witness the document that says -- has on the top
5 of it Trademark Research Report.
6 REPORTER: I have handed it to the witness.
7 MR. COSTELLO: And, Ms. Reporter, I'm sorry, we'll mark
8 that as Exhibit C.
9 (Treasure Island Exhibit C marked.)
10 Q. (Mr. Costello) Mr. Valentine, if you would take a
11 moment, please, and just look at Exhibit C, and when you're
12 through let me know and I'll ask you some questions about that.
13 A. (Reviewing document.) All right.
14 Q. Mr. Valentine, have you had an opportunity to look at
15 that?
16 A. Yes. I did.
17 Q. If you would please turn to -- Exhibit C is identified
18 as the Trademark Research Report. The client name on top is
19 Bluedog Law Office of Pennsylvania, Attention to William J.
20 Hardacker. Do you see that?
21 A. Yes.
22 Q. Mr. Hardacker was an attorney who provided advice to
23 the Tribal Council as you previously testified. Correct?
24 A. That's correct.
25 Q. And it was Mr. Hardacker who received a copy of the

1 letter of April 15, 1992, which is identified as Exhibit B?
2 A. That's correct.
3 Q. Would you expect that -- well, strike that. Please
4 turn to the very last page of Exhibit C.
5 A. (Reviewing document.)
6 Q. Do you see at the top of that page, along the left-hand
7 side, there is the name "Treasure Land"?
8 A. Yes. I see that.
9 Q. Just one moment, please.
10 (Discussion had off the record.)
11 MR. HAUGEN: Richard, we'd like to take a break if
12 that's at all possible.
13 MR. COSTELLO: There is a question pending, though.
14 Just a minute.
15 MR. HAUGEN: Oh. Okay.
16 Q. (Mr. Costello) Mr. Valentine, the Trademark Research
17 Report that I have, which was identified as Exhibit C, this is
18 a four page -- the same that you have?
19 (Reporter asked question to be repeated. Voice
20 cut-out.)
21 A. Yeah. I didn't hear that.
22 Q. All right. The Trademark Search Report that we have
23 identified as Exhibit C consists of four pages. Do you see
24 that?
25 A. Yes.

1 Q. And if you look on page 3 of that report, there's an
2 entry there for Hotel and Casino of St. --
3 REPORTER: I'm sorry.
4 MR. HAUGEN: You're breaking up there.
5 Q. (Mr. Costello) There's an entry for Treasure Island
6 Casino -- Hotel & Casino St. Maarten. Do you see that?
7 A. Yes. I do.
8 Q. Now, right next to the reference it says "Reference 1."
9 Do you see that?
10 A. Yes.
11 Q. Now, please go to the next page of that Exhibit C, and
12 along the right-hand side there it says "Reference 27." Do you
13 see that?
14 A. Yes. I do.
15 Q. Can you -- and underneath "Reference 27," and the next
16 sort of row is "Reference 28"?
17 A. Yes.
18 Q. And then a "Reference 29"?
19 A. Yes.
20 Q. All right. So, the references from -- beginning with
21 number 2 through number 26 are not attached to this Exhibit.
22 Do you know why that is the case?
23 A. I have no idea.
24 Q. Did your counsel, to your knowledge, provide you with a
25 complete copy of the Trademark Research Report that they had

1 performed at your request?

2 A. I think that I requested that the research -- the

3 trademark research be sent directly to Willy Hardacker.

4 Q. Oh. I see. All right. Do you have any reason to

5 believe that Mr. Hardacker did not receive a full and complete

6 copy of the Trademark Research Report that had been -- that had

7 been prepared by Merchant & Gould at your direction?

8 A. I -- no, I have no reason to believe that -- I did not

9 look -- first of all, I did not see this document. Secondly, I

10 don't know what the reference numbers mean. And I had -- I

11 believe, now, I asked that they send the Trademark Registration

12 Search directly to the Bluedog Law Office. And they could

13 review that.

14 Q. All right. All right. Do you have any reason to

15 believe that Mr. Hardacker, then, would not have received a

16 full and complete Trademark Research Report from Merchant &

17 Gould who had been directed to provide a Trademark Research

18 Report to the Prairie Island Tribal Council?

19 A. I have no knowledge on that at all.

20 Q. In the letter of April 15, 1992, which is Exhibit B, at

21 page 2, in paragraph 3, it mentions that quote, "Treasure

22 Island has been registered in Nevada for slot merchandising to

23 GNLV Corporation." Do you see that sentence --

24 A. Yes. I do.

25 Q. -- in paragraph 3? Now, please look at the search

1 report, which we presented to you as Exhibit C, and ask me --
2 and I ask you if you can identify the mark Treasure Island that
3 has been registered in Nevada for slot merchandising to GNLV
4 Corporation contained within that report?
5 A. (Reviewing document.) What name am I looking for?
6 Q. Treasure Island.
7 MR. HAUGEN: To GNLV Corporation, I believe he said.
8 A. I see the -- on the last page of the testimony, of the
9 trademark search, I see Treasure Land.
10 Q. Treasure Land.
11 A. Am I looking at the right place? I'm looking at
12 Reference 27.
13 Q. Well, isn't it a fact -- I just wanted you to verify
14 that you have the same Exhibit that I do, and I'm sure that you
15 do. That the mark Treasure Island, registered in Nevada, for
16 slot merchandising to the GNLV Corporation, does not appear in
17 the report identified as Exhibit C?
18 A. That's correct. I think.
19 Q. Well, take your time.
20 A. (Reviewing document.) Well, I see Treasure Land, and I
21 see a Reference 27, and the owner is Jerald -- or, yeah, I
22 think it's Jerald J. White, dba Four Torey Corp, State of
23 Nevada. Quite -- does that refer to the one that's on the
24 third paragraph in the letter?
25 Q. Well, I think you can read the letter as well as I can.

1 It's directed to you. But it looks to me like that mark is
2 addressed in paragraph 2.
3 A. Okay. Yes, that's addressed in -- so Treasure Land is
4 the one that he's making reference to in paragraph 2 of the
5 letter?
6 Q. Well, I think the letter says Treasure Island in Nevada
7 and that's registered to Jerald B. White, d/b/a Four Torey,
8 T-o-r-e-y, Corporation.
9 A. Well, I don't know why there's a discrepancy between
10 Treasure Island and Treasure Land.
11 Q. Well, I don't either. And that's why I'm asking you
12 whether -- what information you had regarding the reason that
13 the report, Trademark Research Report, Exhibit C, is not full
14 and complete?
15 A. I can't answer that.
16 Q. All right.
17 MR. HAUGEN: Can we take our break now?
18 MR. COSTELLO: Sure, Counsel. Sorry. How much time do
19 you want?
20 MR. HAUGEN: Do you want five minutes? Ten minutes.
21 MR. COSTELLO: All right. Thank you.
22 (Short recess was taken at 12:27 p.m.)
23 (On the record at 12:34 p.m.)
24 Q. (Mr. Costello) Mr. Valentine, are you ready?
25 A. Absolutely.

1 Q. All right. Thank you. Ms. Reporter, back on the
2 record. Mr. Valentine, I want to have you, again, take a look
3 at Exhibit C, the Trademark Research Report.
4 A. Okay.
5 Q. The first page of that research report, we've already
6 indicated that it went to Mr. Hardacker, and it was received on
7 January 21, 1992. Is that -- do you see that?
8 A. I see that.
9 Q. And it was mailed on January 28, 1992. Correct?
10 A. Yes.
11 Q. All right. Mr. Valentine, please go to the Merchant &
12 Gould letter of April 15, 1992, which is Exhibit B, at page 2
13 of that Exhibit. The very last paragraph on page 2 of that
14 letter, April 15, 1992. Would you read that paragraph to
15 yourself, please.
16 A. (Reviewing document.)
17 Q. The last paragraph of that letter, on page 2 of that
18 letter, states, and I quote, "You had expressed concern
19 regarding Steve Wynn's plans for his new Treasure Island casino
20 in Las Vegas. Since it involves a huge investment, we can
21 assume he will try to protect and enforce his rights and we
22 should continue to watch his operations," period, close quote.
23 Do you see that on that paragraph that I'm talking about?
24 A. Yes. I do.
25 Q. Now, again, the first part of that sentence says, "You

1 had expressed concern." That means that you were concerned
2 regarding Mr. Wynn's plans for Treasure Island. Isn't that
3 correct?
4 A. Yes.
5 Q. Now, in the second paragraph on page 2 of that letter,
6 that refers to a -- in the first sentence of that second
7 paragraph refers to your concern over the registration for
8 Treasure Island in Nevada. Do you see that first sentence?
9 A. Yes. I do.
10 Q. And, in that sentence the author of this letter is
11 stating that you had expressed a concern over the registration
12 of the Treasure Island in Nevada and you were concerned -- you
13 did not know, at that time, whether or not the property that
14 Mr. Wynn was building that was referenced in Business Week was
15 the same Treasure Island that you were concerned about. Do you
16 see that?
17 A. Yes.
18 Q. But in this last paragraph, on page 2, the author
19 states that you had expressed concern regarding Steve Wynn's
20 plans for his new Treasure Island casino in Las Vegas.
21 Correct?
22 A. Yes.
23 Q. So, at the time of this letter, April 15, 1992, you had
24 already advised your attorney that -- the Tribal Council's
25 attorney, Merchant & Gould, that you had expressed concern

1 about Mr. Wynn's Treasure Island casino in Las Vegas. Is
2 that --
3 A. I had expressed concern to Merchant & Gould. The
4 concern that he's -- the concern that he's referring to is my
5 concern as to whether or not the Treasure Island in Nevada
6 had -- had, or would, go ahead and file registration that would
7 affect the Treasure Island in Minnesota.
8 Q. Right. So you were concerned, as the letter states,
9 regarding Mr. Steve Wynn's plans for his new Treasure Island
10 casino in Las Vegas. That's pretty clear, isn't it?
11 A. Yes.
12 Q. And, the following sentence states the obvious, that
13 would involve a quote/unquote "huge investment." Do you see
14 that?
15 A. Yes. I do.
16 Q. You're familiar with -- were you familiar with Mr. Wynn
17 prior to April 15th of 1992?
18 A. Only by reputation.
19 Q. All right. And the reputation is that he had been
20 involved in, what, the Golden Nugget Hotel in Las Vegas,
21 Nevada?
22 A. Yes.
23 Q. He had also been involved with, and the head of the
24 development of the Mirage Hotel in Las Vegas, Nevada?
25 A. That's correct.

1 Q. A property at which you had stayed?
2 A. Yes.
3 Q. And, now Mr. Wynn had announced plans, according to
4 this article in Business Week, for a property in Las Vegas to
5 be built next to the Mirage. Correct?
6 A. That's correct.
7 Q. And that property was going to be called Treasure
8 Island?
9 A. That's correct.
10 Q. The author of this letter continues, in that last
11 paragraph, quote, "We can assume he will try to protect and
12 enforce his rights," close quotes. Do you see that?
13 A. Yes. I do.
14 Q. That certainly would be reasonable, in your view, for
15 someone spending, as the article states, 430 million dollars on
16 a 3,000 room casino called Treasure Island -- also to be called
17 Treasure Island, that the owner of that property would try to
18 protect and enforce his rights?
19 A. That's correct.
20 Q. The article attached to the original -- I'm sorry, the
21 article to which the Merchant & Gould attorney refers to in the
22 April 15, 1992 letter, and in particular the second column of
23 that article, on the first page, states, and I quote, "a 360-
24 foot water-filled canal, mock pirate ships will stage gun
25 battles." Do you see that reference?

1 A. Yes. I do.

2 Q. So it was -- you knew, as of April 15, 1992, the date
3 of the letter from Merchant & Gould, addressed to you, that Mr.
4 Wynn was planning to build a hotel and casino in Las Vegas
5 called Treasure Island. Correct?

6 A. That's correct.

7 Q. And that as part of that property there would be a mock
8 pirate ship which would stage gun battles. Correct?

9 A. Um-hm -- yes.

10 Q. Did you know more than what was contained in this
11 Business Week article in the reference in the Merchant & Gould
12 letter on April 15, 1992?

13 A. No. I did not. As a matter of fact, I -- my concern
14 was whether or not, and the implication that I got from the
15 letter, from Merchant & Gould, the implication that I got out
16 of it was the fact that Treasure Island in Nevada had not gone
17 ahead and done the necessary filings to register the name.
18 That was the impression that I got from the letter, and it also
19 opened the door for us to go ahead and register in local
20 states.

21 Q. Well, let's talk about your impression, then, because
22 the search report, which you have of January 21, 1992 is not a
23 complete report. We just established that. Correct?

24 A. I didn't know that it was not a complete report. I --
25 I left it to the Bluedog Law Office to go ahead and take a look

1 at it and advise the Tribe and myself.

2 Q. Did you have information regarding the status of the

3 Treasure Island mark, or marks, in Las Vegas that is not

4 contained in the letter of April 15, 1992?

5 A. No. I didn't. That's the reason -- I had no -- I had

6 no idea where they stood.

7 MR. COSTELLO: Ms. Reporter, would you please hand to

8 the witness the Merchant & Gould letter of April 22, '92, and

9 that will be Exhibit D.

10 (Treasure Island Exhibit D marked.)

11 REPORTER: I have handed him Exhibit D, April 22, 1992.

12 Q. (Mr. Costello) Mr. Valentine, this appears to be a

13 letter from Merchant & Gould dated April 22, 1992 addressed to

14 you as General Manager of the Treasure Island Casino. Is that

15 correct?

16 A. That's correct.

17 Q. And the letter is signed, according to the last page,

18 the second page of that letter, by Gregory A. Sebald, the

19 attorney from Merchant & Gould who had authored the previous

20 letter on April 15, 1992?

21 A. That's correct.

22 Q. And on the front page of that Exhibit D, in the

23 right-hand corner, there is a large stamp which says "Bluedog

24 Law Office, P.A, received April 24, 1992." Do you see that

25 stamp?

1 A. Yes.

2 Q. And a copy of that letter was sent to Mr. William

3 Hardacker, who is an attorney for the Tribal Council that you

4 previously described. Is that correct?

5 A. That's correct.

6 Q. If you would please turn to page 2 of this letter, the

7 only paragraph that is on that page 2, and it states, about the

8 second sentence, it states, quote, "I have enclosed a copy of

9 the search report for review along with a copy of the Business

10 Week article on Steve Wynn, which should be better than the

11 copy faxed to you," period, close quote. Do you see that?

12 A. Yes.

13 Q. So, this letter -- there's no question, then, that as

14 of April 22, 1992 you had received the Business Week article,

15 which we discussed earlier?

16 A. Right.

17 Q. Correct?

18 A. Yes.

19 Q. And, you had also received a -- what Mr. Sebald

20 identified -- describes as a, quote, "a copy of the search

21 report for review." Do you see that?

22 A. Yes.

23 Q. Okay. Do you recall whether or not you actually

24 received an entire search report?

25 A. Um-hm -- no. I do not.

1 Q. Do you know whether or not you received only four pages
2 of the search report, as we have identified in Exhibit C?
3 A. I don't remember whether we got the full one, or even
4 if there is a full one, or whether I got the -- or whether I
5 got the four page one. Most of my conversations were by phone
6 and I was relying on my phone conversations to keep me abreast
7 of what was happening.
8 Q. All right. I can state that we have not received a
9 copy of the -- a full Trademark Research Report and I'm
10 wondering whether or not if you're aware of whether one ever
11 existed?
12 A. I don't know.
13 MR. COSTELLO: Ms. Reporter, I'd like you to hand the
14 witness two documents. The first would be a picture of a hat,
15 and I'll identify that as Exhibit E.
16 (Treasure Island Exhibit E marked.)
17 REPORTER: Exhibit E has been marked.
18 MR. COSTELLO: And the second would be another color
19 photograph that you have there, which is a picture of palm
20 trees and the words "Treasure Island" on there, and mark that
21 as Exhibit F.
22 (Treasure Island Exhibit F marked.)
23 REPORTER: That has been marked as Exhibit F, and the
24 witness has those.
25 MR. COSTELLO: Thank you.

1 Q. (Mr. Costello) Mr. Valentine, at the time that you were
2 employed at the Prairie Island facility, did that facility have
3 a gift shop?
4 A. I believe it did.
5 Q. All right. Do you recognize the hat shown in Exhibit E
6 as an item of sale for the gift shop?
7 A. It could very well have been. Both -- both of these
8 documents represent the name Treasure Island before I -- before
9 I started my employment there.
10 Q. I'm not talking about the name.
11 A. Oh.
12 Q. I'm talking about the hat, which is Exhibit -- I think
13 Exhibit E. Do you recognize that is a hat that was sold at the
14 Treasure Island, the Prairie Island facility there while you
15 were manager?
16 A. Um-hm -- yes. We had -- we had a number of logoed
17 items that were on sale in the gift shop.
18 Q. Do you recall if this hat was a logoed item on sale --
19 A. Yes.
20 Q. -- while you were the General Manager?
21 A. Yes.
22 Q. All right. Please look at Exhibit F. And I'll
23 describe that for the record. That's a -- do you have a color
24 picture of a series of four palm trees, and just underneath the
25 palm trees it says "Treasure Island Resort & Casino"? Do you

1 see that?
2 A. Yes. I do.
3 Q. All right. Do you recognize that logo as being used by
4 the Prairie Island facility?
5 A. Um-hm -- no. I do not.
6 Q. Is the Prairie Island facility -- wasn't it Treasure
7 Island Resort & Casino?
8 A. Yes. It was. I just don't remember that one. I just
9 don't remember that one.
10 Q. So you don't remember that particular logo?
11 A. I don't remember that particular logo.
12 Q. Okay. So you don't remember this logo as being used by
13 the Prairie Island facility during the period of your
14 employment from November of 1991 through November of 1992. Is
15 that your testimony?
16 A. I don't remember that. It could well be -- it could
17 well have been used, but I don't remember it.
18 Q. All right. But you do remember Exhibit E, the hat?
19 A. Yes.
20 Q. As being part of that merchandise sold by the souvenir
21 shop, but you don't remember Exhibit -- the logo in Exhibit F
22 as being used while you were there. Right?
23 A. The -- the most predominant logo being used, at the
24 time I started working at -- started worked at Treasure Island,
25 was one of the ones that I noticed on the newsletter.

1 Q. My question was different, and I'd appreciate it if you
2 would respond to my questions. Your testimony is that you
3 don't remember seeing the logo, which is identified in Exhibit
4 F, during the time that you were employed as the General
5 Manager at the Prairie Island facility?
6 A. After 15 years --
7 Q. Is that right?
8 A. Yeah. After 15 years, I just don't remember.
9 Q. All right. Thank you.
10 MR. COSTELLO: Ms. Reporter, what I would like to do
11 now is probably take a moment, and I'll provide you with some
12 direction here, is just -- I want to put together the Employee
13 Newsletters beginning August of 1991. I know you have
14 newsletters which are -- which pre-date August, but please
15 start with August and continue with the newsletters through
16 March of 1992. And, we'll put those all together probably in
17 one exhibit.
18 REPORTER: You want them all marked as one?
19 MR. COSTELLO: Yes. They should all be marked as the
20 next exhibit, which I believe is Exhibit F. I'm sorry, G.
21 (Treasure Island Exhibit G marked.)
22 MR. HAUGEN: Just for clarity sake, Richard, so the
23 beginning of that exhibit starts with PRA02516 and ends with
24 PRA02446?
25 MR. COSTELLO: That's correct, Eric.

1 MR. HAUGEN: And, it's exhibit what?

2 REPORTER: It will be G.

3 MR. COSTELLO: And, Eric, for the record, I don't know
4 whether or not those are continuous, or contiguous numbers, but
5 those are the first and last pages of the exhibit as it's being
6 compiled.

7 MR. HAUGEN: And it goes by dates beginning with August
8 of 1991 up through March of 1992?

9 MR. COSTELLO: Correct.

10 MR. HAUGEN: All right.

11 MR. COSTELLO: All right. Ms. Reporter have you handed
12 him the compilation of documents?

13 REPORTER: I have. Go ahead.

14 MR. COSTELLO: Thank you.

15 Q. (Mr. Costello) Now, Mr. Valentine, we have handed you
16 what has been marked as Exhibit G, and I will tell you that
17 those are a series of what we believe to be newsletters for the
18 facility of Treasure Island Casino & Bingo at Minnesota. The
19 newsletters begin August 5, 1991 and continue sequentially for
20 each month up and to March of 1992.

21 Now, I know that you were not employed until November
22 of 1991, but you said earlier that you recognized the logo, I
23 think, in the upper left-hand corner on the first page of
24 Exhibit G, which is the Employee Newsletter of August 1992. Do
25 you see that?

1 A. Yes. I do.
2 Q. All right. Is that -- you're familiar with that logo.
3 Can you identify that logo as being used by the facility at
4 Prairie Island while you were General Manager?
5 A. That was my first business card. That logo was on my
6 first business card.
7 Q. All right. So, then, you do recognize the logo. The
8 next document in that compilation is the Treasure Island
9 Newsletter of September 1991. Do you see that?
10 A. Yes. I do.
11 Q. And, that also bears the Treasure Island logo with
12 which you are familiar. Correct?
13 A. That's correct.
14 Q. And the next newsletter is dated October 1991. That
15 also bears the Treasure Island logo with which you are
16 familiar. Correct?
17 A. That's correct.
18 Q. All right. Now, I would like you to take a look, for a
19 moment, at each of the newsletters, beginning with August of
20 1991, and just look through the pages there, and I'm going to
21 ask you whether or not any of the contents of those newsletters
22 identifies a pirate theme within the newsletter.
23 A. (Reviewing documents.) I did not see any pirate theme
24 indicated in those.
25 Q. In all the newsletters in 1991?

1 A. In all three of them.
2 Q. August, September and October of 1991, there's no
3 pirate theme identified?
4 A. No. There was no pirate theme on my arrival.
5 Q. All right. Look at the newsletter of November 1991.
6 A. (Reviewing document.)
7 Q. And I ask you if there was a pirate theme identified in
8 that newsletter?
9 A. (Reviewing document.) No. I don't see any.
10 Q. Okay. And the lack of a pirate theme would be
11 consistent with your testimony that -- just a minute ago, that
12 there was no pirate theme used by the Treasure Island facility
13 in Minnesota upon your arrival in November of 1991. Correct?
14 A. That's correct.
15 Q. Would you also please look at the newsletter of
16 December of 1991?
17 A. (Reviewing document.) Okay. No. I don't see any in
18 there as well.
19 Q. Is it correct, then, that the newsletter of December
20 1991 does not identify a pirate theme?
21 A. No. It does not.
22 Q. All right. So, to make sure we've got the answer to
23 the question, does the Prairie Island newsletter of December
24 1991 identify a pirate theme?
25 A. No.

1 Q. Please look at the Employee Newsletter of January 1992,
2 and I ask you whether that newsletter identifies a pirate theme
3 to be used at the Treasure Island facility?
4 A. (Reviewing document.) No. It does not.
5 Q. Please look at the newsletter for February of 1992, and
6 I ask you whether that newsletter refers to or mentions a
7 pirate theme to be used at the Treasure Island facility in
8 Minnesota?
9 A. (Reviewing document.) Um-hm -- I don't see any. No.
10 Q. All right. Please look at the newsletter of March
11 1992.
12 A. (Reviewing document.)
13 Q. And I ask you whether or not there is a reference to a
14 pirate theme to be used at the Treasure Island facility in that
15 newsletter?
16 A. (Reviewing document.) Yes. It does.
17 Q. In fact, that reference occurs on page 2 of that
18 newsletter of March 1992. Correct?
19 A. Yes. It does.
20 MR. COSTELLO: Ms. Reporter, would you please hand to
21 the witness the Purchase Order.
22 REPORTER: Mark that as H?
23 MR. COSTELLO: That will be H. Thank you.
24 (Treasure Island Exhibit H marked.)
25 REPORTER: The witness has the exhibit.

1 MR. COSTELLO: Thank you.

2 Q. (Mr. Costello) Now, Mr. Valentine, if you go back to
3 the Exhibit G, the Employee Newsletter of March 1992, on the
4 second page of that document, it discusses, under the heading,
5 quote, "Building a New Legend for Treasure Island," close
6 quote. Do you see that?

7 A. Yes. I do.

8 Q. And it was in that document that -- and it was given to
9 employees?

10 A. Yes. It was. It was part of the newsletter.

11 Q. And one of the purposes of this newsletter, as
12 indicated on page 2, was to advise, or tell the employees that
13 there was a marketing campaign for the Treasure Island in
14 Minnesota?

15 A. That's correct.

16 Q. Is that correct? And, did you write this column?

17 A. No.

18 Q. This was prepared by someone at Treasure Island?

19 A. I believe it was prepared by the marketing firm.

20 Q. Foote Marketing, F-o-o-t-e?

21 A. Yes.

22 Q. And is it fair to say that that marketing firm prepared
23 this marketing plan as a result of discussions with you?

24 A. As well as the new logo.

25 Q. So, in answer to my question, is it fair -- the answer

1 would be, yes, the Foote Marketing Group prepared this
2 marketing plan, in part, as a result of discussions with you?
3 A. That's correct.
4 Q. Is that right? All right. And, you would have
5 approved those marketing plans. Is that correct?
6 A. That's correct.
7 Q. And, the Tribal Council would also have approved that
8 marketing plan?
9 A. That's correct.
10 Q. And in this newsletter of March 1992, a reference is
11 made to Spanish ships called galleons, g-a-l-l-e-o-n-s.
12 A. What's the question?
13 Q. In that first column, on page 2, under the title
14 "Building a New Legend for Treasure Island," there is a
15 reference to Spanish ships called galleons?
16 A. (Reviewing document.) I see that. Yes.
17 Q. The ships were to be part of your marketing campaign?
18 A. Yes.
19 Q. If you would look at Exhibit H.
20 A. (Reviewing document.)
21 Q. What is Exhibit H?
22 A. It's a purchase order from Treasure Island to Designing
23 Signs of Owatonna, Minnesota.
24 Q. How are purchase orders used at Treasure Island while
25 you were General Manager?

1 A. They were used for cash, or for disbursements of money.
2 Q. So a purchase order would have to be issued by Treasure
3 Island before what event?
4 A. A purchase order is initiated and submitted to the
5 accounting department for payment.
6 Q. For an expenditure of the size of this purchase order,
7 it looks like in the amount of $45,000, would that expenditure
8 have to have been approved by the Tribal Council?
9 A. Yes.
10 Q. And as I understand your testimony, the purchase order
11 is submitted in-house, then, to the accounting department so
12 that the accounting department can write a check to the
13 individual or company to whom the check is to be paid?
14 A. On purchases of this size, the request is made before
15 the Tribal Council. The Tribal Council would either accept it
16 or reject it. And if it was accepted, then I would initiate
17 the purchase order and this would be submitted along with the
18 bill from the vendor.
19 Q. Now, this purchase order is dated 4-27-92?
20 A. That's correct.
21 Q. And it looks like the terms are -- it says "55 percent
22 down"?
23 A. Um-hm -- it could well be. Yes. I see that.
24 Q. Do you see that?
25 A. Yes.

1 Q. And requisition is for Ron Valentine?
2 A. It was authorized by Ron Valentine, or for.
3 Q. Okay. And, what was being ordered here under this
4 purchase order?
5 A. It was a 30 foot motorized treasure ship.
6 Q. A Treasure Island pirate ship?
7 A. A Treasure Island pirate ship that had a cannon that
8 would shoot confetti, and it was constructed and used in
9 parades.
10 Q. All right. And the amount listed adjacent to that item
11 description is $45,000?
12 A. That's correct.
13 Q. And it's your understanding, according to this
14 document, that that would have been roughly 55 percent of the
15 total cost for that pirate ship?
16 A. I believe that was the total amount.
17 Q. All right. Because the terms does say 55 percent down?
18 A. I understand that, but it was my recollection that the
19 total cost of the vehicle was around 30 to $40,000. I don't
20 think it was $90,000.
21 Q. At the time, was it the habit of all suppliers for
22 Treasure Island in Minnesota to produce, you know, an item such
23 as this prior to being paid by Treasure Island?
24 A. If you will notice on there I think they received the
25 55 percent down, and then the balance of -- and I think the

1 total price, the 55 percent was 55 percent of the 45,000.
2 Q. All right. So you're saying that some 45 percent was
3 paid to Designing Signs before this purchase order of 4-27-92?
4 A. I -- to the best of my recollection, I think that 55
5 percent of the 45,000 was paid down, and the balance was paid
6 upon delivery.
7 Q. All right. So does this purchase order indicate to you
8 that the pirate ship, the Treasure Island pirate ship, was
9 delivered to the Treasure Island facility in Minnesota some
10 time after April 27th of 1992?
11 A. I would suspect so.
12 Q. Can you tell us how long after, approximately, it would
13 have been; a week, a couple of months? What was the stage of
14 development?
15 A. I would say it would be probably 30 -- about 30, 40
16 days. I know that it was used -- I know that the vehicle was
17 used in parades in May and June.
18 Q. Of 1992?
19 A. I believe so.
20 Q. Was that the time that you first intended to use the
21 Treasure Island pirate ship described -- as you described?
22 A. We were going to put it on display in front of the
23 casino, as well as use it for various off-premise activities.
24 Q. All right. Thank you. Mr. Valentine, it is true,
25 isn't it, that as of the day of this purchase order, 4-27-92,

1 in which some percentage of the total balance to be paid to
2 Designing Signs for the construction of this Treasure Island
3 pirate ship, that prior to the purchase order that you
4 requested in April 27, 1992, you already knew that Mr. Wynn was
5 building a 430 million dollar casino, hotel casino, to be
6 called Treasure Island. Correct?
7 A. That's correct.
8 Q. And you already knew that part of those plans included
9 a 360-foot water-filled canal with mock pirate ships staging
10 gun battles. Isn't that correct?
11 A. Yes.
12 Q. Mr. Valentine, I'm going to take a moment to confer
13 with Counsel. I'll be right back.
14 (Short recess taken at 1:14 p.m.)
15 MR. COSTELLO: Let's go back on the record, please.
16 REPORTER: Go ahead.
17 Q. (Mr. Costello) Mr. Valentine -- as I read your
18 deposition, I noted that you -- that while you were General
19 Manager at the Prairie Island property, you developed, or
20 requested that belly glass be made for slot machines to be used
21 at the Prairie Island property. Correct?
22 A. That's correct.
23 Q. And, the belly glass that you requested to be used
24 carried the name Treasure Island?
25 A. Yes. It did.

1 Q. And, as I understand your deposition testimony, you
2 learned about belly glass being made for particular properties,
3 and particular logos, as a result of one of your trips to Las
4 Vegas, Nevada?
5 A. That's correct.
6 Q. When you were General Manager. Is that correct?
7 A. Yes. Yes, it is.
8 Q. In fact, I think you said you were at Bally's Hotel in
9 Las Vegas, Nevada when you first learned of belly glass that
10 could be uniquely styled and identified with the name of the
11 property on it. Is that correct?
12 A. No. It was Bally's Manufacturing.
13 Q. Bally's Manufacturing. All right. And you learned
14 that some time during your trips to Las Vegas while you were
15 General Manager at the Prairie Island facility. Correct?
16 A. That's correct.
17 MR. COSTELLO: All right. I have no further questions.
18 MR. HAUGEN: I need just about three minutes here to
19 put together a couple of things. Okay?
20 MR. COSTELLO: Sure. Just wave your hand when you're
21 ready.
22 (Short recess taken.)
23 MR. HAUGEN: Thank you very much. I appreciate that.
24 I just have a couple of questions here.
25 CROSS-EXAMINATION

1 BY MR. HAUGEN:

2 Q. Mr. Valentine, could you look at the March 1992

3 newsletter again.

4 A. (Reviewing document.) Okay.

5 Q. And on the second page, in the second column, the area

6 at the top, in the second paragraph it begins with, "Starting

7 in February."

8 A. Uh-huh.

9 Q. Could you read that paragraph?

10 A. Let me find it. "Starting in February, new television

11 commercials will be airing throughout the upper Midwest,

12 (Minnesota, Iowa, Nebraska, Kansas, Missouri, Illinois,

13 Wisconsin, Indiana, and Michigan.) New billboards, new

14 newspaper and magazine ads will be running at the same time...

15 all based on the richness of Treasure Island's legend."

16 Q. Do you recall those television commercials?

17 A. Um-hm -- no. But I know they were there, because I

18 paid for them.

19 Q. Do you recall the planning for the television

20 commercials and the other items listed in that paragraph?

21 A. The whole rollout of the Treasure Island theme, if you

22 will, incorporated the new logo, and the new marketing relating

23 to pirates, and so on and so forth.

24 Q. And it's referring to there "starting in February"?

25 A. Starting in February. Yes.

1 Q. Do you have any reason to believe that that didn't
2 start in February?
3 A. No. I believe, if you were able to take a look at the
4 accounts payable, you'd see that the bills were -- the
5 advertising bills were paid.
6 MR. HAUGEN: That's all the questions that I have.
7 MR. COSTELLO: Just one moment, please. All right,
8 Eric, I don't have anything else. I would like to do a couple
9 of things. Some housekeeping matters. First of all, I want
10 to -- I know we haven't been doing this, and sometimes we have,
11 but I'll put on the record, I have been making motions to move
12 the exhibits into evidence. But I know that we didn't do that
13 process while we were taking the depositions, but I'm not going
14 to make any objections to that procedural process, Eric, but --
15 on your behalf, but just trying to keep things -- I'll move for
16 the admission of the exhibits that have been -- that the
17 witness has identified today.
18 MR. HAUGEN: No objections.
19 MR. COSTELLO: All right. Thank you, Eric. Secondly,
20 what I'd like to do is, you know, in view of the time frame
21 here is to stipulate to the reading and the waive -- to
22 stipulate to the waiving of the reading and signing of this
23 deposition. I'm happy to allow the witness to read it and make
24 any corrections he wants to, and sign it, but obviously we have
25 to get that done in a pretty short time frame. So I'll leave

1 it open for discussion.

2 MR. HAUGEN: Just so it's clear to Mr. Valentine, what

3 we're talking about is you will have an opportunity to review

4 the deposition transcript once it's been completed and just to

5 make sure that it's accurate, and if you see anything in it

6 that's inaccurate you can let us know and it can be -- and it

7 can be remedied so-to-speak.

8 THE WITNESS: Um-hm -- the only -- can I say anything

9 right now, or am I -- without somebody asking me a question?

10 MR. HAUGEN: By all means.

11 MR. COSTELLO: Ms. Reporter, are we still on the

12 record?

13 REPORTER: Yes, you are.

14 MR. COSTELLO: Okay. We can go off the record for a

15 moment.

16 REPORTER: I'm off the record.

17 (Discussion had off the record.)

18 MR. COSTELLO: Ms. Reporter, let's go back on the

19 record, please.

20 REPORTER: Go ahead.

21 MR. COSTELLO: Mr. Valentine, as a result of our

22 discussions off the record, you have stated that you want the

23 opportunity to read your deposition, and to sign it. The court

24 reporter indicates that she -- boy, she's excellent, that she

25 will be able to have this deposition transcript available for

1 you to read by this coming Monday, and you have indicated that
2 you think you'll be able to read it and sign it on Monday and
3 get it back to the court reporter. So, is that time table okay
4 with you, Mr. Valentine?
5 THE WITNESS: Yes. It is.
6 MR. COSTELLO: If we're off by a couple of days that's
7 okay, but if it gets to be 10 days, I will get very nervous and
8 we'll have to try to figure out some other strategy. But if we
9 get a copy in the next 10 days that will be terrific. So thank
10 you for your cooperation, and for the cooperation of the court
11 reporter.
12 At this point we can go off the record. I have
13 concluded the deposition.
14 MR. HAUGEN: Okay. Thank you.
15 (The reading and signing of the deposition was not
16 waived.)
17 (The deposition concluded at 1:30 p.m.)
18
19
20
21
22
23
24
25

1 CERTIFICATE

2

3

STATE OF MINNESOTA)
4) ss.
COUNTY OF DODGE)

5

6 BE IT KNOWN that I took the evidence deposition of the witness, RONALD VALENTINE; on the 1st day of December,
7 2005, at the Riverland Community College, located in Austin, Minnesota; that I was then and there a registered professional
8 reporter and notary public in and for said county and state; that said witness, before testifying, was duly sworn to testify
9 to the truth, the whole truth and nothing but the truth relative to the cause specified; that said deposition, upon
10 transcription, was made available to said witness for reading and signing; that the examination was conducted on behalf of
11 the party, Treasure Island, Registrant/Appliant, that the cost of the original has been charged to the party who noticed the
12 deposition; and that all parties who ordered copies have been charged at the same rate for such copies; that I am not counsel
13 of any party, a relative or employee of any counsel or party connected with the action, nor financially interested in the
14 action; and that the foregoing 64 pages contain to the best of my ability, a true and correct transcription of all of the
15 testimony of said witness and of all of the proceedings had on the taking of said deposition.

16

17 WITNESS MY HAND AND SEAL this 5th day of
18 December, 2005.

19

20 Corinne K. Schieck

21 CORINNE K. SCHIECK
22 NOTARY PUBLIC-MINNESOTA
My Commission Expires Jan. 31, 2010

23

24

25

WITNESS DECLARATION

I hereby acknowledge that I have read the transcript of my deposition taken on December 1, 2005, and that I have attached hereto any corrections, additions, or changes to my answers that I deem necessary.

Dated: Dec 5 2005

Deponent: _____
Ronald Valentine

Page / Line	Correction / Change and Reason for Change
	NO CHANGES MADE

Subscribed and sworn before me this 5 day of DECEMBER, 2005.

CARNEY & ASSOCIATES
Rochester, Minnesota 1-800-367-8124

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RESERVATIONS 800-374-9000

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Valentine - Treasure Island Exhibit A

Prairie Island Indian Community v. Treasure Island Corp.

Opposition Nos: 91115866 and 91157981

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J. Derek Vandenburgh

Of Counsel
R. Carl Moy

April 15, 1992

Mr. Ron Valentine, General Manager
Treasure Island Casino & Bingo
5734 Sturgeon Lake Road
Welch, MN 55089

Re: M&G 9818.0-00-01 - Trademark Search

Dear Mr. Valentine:

We have now completed our review of the trademark availability search results and for the TREASURE ISLAND service marks for use in connection with gaming services. In brief, it is our opinion that it is unlikely that you will be able to obtain a federal registration for the mark, but it appears that you should be able to obtain a state registration.

The search turned up a variety of federal registrations for variations of TREASURE ISLAND as well as TREASURE ISLAND registrations in a number of classes. As we have discussed, the most relevant mark discovered in the search is TREASURE ISLAND HOTEL & CASINO ST. MAARTEN, N.A., registered for educational and entertainment services and owned by Treasure Island N.V. Netherlands Antilles Corporation. The mark is federally registered and, unfortunately, also has a use prior to your first use of Treasure Island. The portions of the mark "HOTEL & CASINO" and "ST. MAARTEN, N.A." have been disclaimed, leaving only TREASURE ISLAND. Since we believe that "CASINO & BINGO" would have to be disclaimed for your mark, we believe that there is a likelihood of confusion and therefore an application for a federal registration would likely be denied

Valentine - Treasure Island Exhibit B

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

In the search of state registrations and common law marks, several marks for TREASURE ISLAND were uncovered. However, none would appear to block registration in Minnesota. As we had discussed on the phone, we are proceeding with preparing an application. If you decide to continue, you should also consider filing in other states in which you are actively advertising and drawing customers using the TREASURE ISLAND marks. It appears that Wisconsin and Iowa, among others, would also be available for registration.

A relevant mark, and one which you had expressed concern over, was the registration of TREASURE ISLAND in Nevada. The goods and services listed were Hotel & Casino. The mark has a first use of October 27, 1988, again preceding your first use. The mark is registered to Jerald J. White d/b/a Four Torey Corporation. After review of the *Business Week* article, it is not clear whether this is the same entity headed by Steve Wynn.

Also of interest, you might note that TREASURE ISLAND has been registered in Nevada for Slot Merchandising to GNLV Corporation. In addition, TREASURE CHEST has been registered in Nevada for a Casino to Donald L. Owens and TREASURE CHEST has been registered in Nevada for a Proposed Hotel & Casino to David J. Morrison.

Since the mark for the Netherlands Antilles is registered and has a first use preceding the other first use dates, we believe that it should block federal registration of the Nevada TREASURE ISLAND marks.

The mark for the Netherlands Antilles will have an affidavit of current use due in December of this year, we will monitor whether such an affidavit is filed. If no affidavit is filed, the mark will be cancelled. Note that we have checked and the hotel is still in business at this time. However, should the mark be cancelled, we believe that we could file for a federal registration before any of the other owners of TREASURE ISLAND marks. Since the Nevada mark has a prior use, they could also file, but if we file first, then they could only request a concurrent use registration. With a concurrent use registration, each party may only use the mark in designated geographic areas.

You had expressed concern regarding Steve Wynn's plans for his new TREASURE ISLAND casino in Las Vegas. Since it involves a huge investment, we can assume he will try to protect and enforce his rights and we should continue to watch his operations. Therefore, we are now monitoring the mark TREASURE ISLAND on our trademark board. We also note that he is developing casinos on Native American land in Kansas and in Washington state. As we had discussed, he will certainly find out about your business and use of TREASURE ISLAND. Should any issues arise, we may want to consider sending a warning letter.

We will proceed with the state registration for TREASURE ISLAND and monitor whether the federal registration for the mark has been renewed. Please review our proposals in light of the plans for the casino. We would be happy to meet and further discuss the courses of action available. As always, if you should have any questions, please do not hesitate to call.

Sincerely,

MERCHANT, GOULD, SMITH, EDELL,
WELTER & SCHMIDT, P.A.

By: Gregory A. Sebald

GAS:mdh

cc: William J. Hardacker, Esq.
Michelle M. Michel, Esq.

ENTREPRENEURS

WYNN'S WORLD: WHITE TIGERS, BLACKJACK, AND A MIDAS TOUCH

His Mirage casino has won over high rollers. Now, he's betting on the 'mass-market' crowd

It's not starting out as a good day for Steve Wynn. The flamboyant chairman of Mirage Resorts Inc.—the man who brought white tigers and exploding volcanoes to Las Vegas—is having problems with his wristwatch. "See that," he says impatiently to the nervous-looking manager of his hotel's jewelry shop. "It's the face. Every time I move my wrist, it slips off to the side." It's the third time Wynn has summoned the manager, and it's the third time that he has sent him off to find a new watchband.

Those who know Stephen A. Wynn well understand the jeweler's dilemma. Mercurial, always demanding, Wynn is a man with an unshakable notion of how he wants things done. He builds the fanciest, most expensive casinos in town, and, like a rich man's P. T. Barnum, draws in high rollers and celebrities to make the projects pay off. "People love to bad-mouth Steve because he can be extravagant and showy," says Jack Binion, who runs Binion's Horseshoe casino. "But just about everything he touches turns golden, and no one is going to deny that."

Two years ago Wynn laid down the heftiest wager Las Vegas had ever seen: a $630 million hotel extravaganza called the Mirage. Many scoffed that he'd never make it pay, but Wynn won the bet. Today, the Mirage is a cash machine, and its great attraction is pure Wynn hyperbole. A five-story volcano out front explodes every 15 minutes during the evenings. White tigers behind glass and sharks in a tank greet guests in the lobby. Out back, dolphins frolic in an enormous pool.

AUSSIE FORAY. Donald Trump in Atlantic City is also known for his extravagant casinos. But while Trump's debt-burdened Taj Mahal was forced to restructure, Wynn is laying plans for more expansion. Wynn wants to develop casinos in Australia and Argentina, where national governments may sanction gambling. And pending regulatory approval, Mirage has been signed to develop casinos on Native American land for the Sac and Fox nation in Kansas and the Puyallup tribe in Washington state.

But those projects are like nickel slots compared to the next big bet Wynn is placing on Vegas. With the paint on the Mirage barely dry, he's spending $430 million on another 3,000-room casino hotel called Treasure Island. Planned for an 18-acre site next to the Mirage on the Las Vegas strip, the new project will have its own splash of daring. In a 360-foot water-filled canal, mock pirate ships will stage gun battles where stuntmen catapult into the air as explosions appear to destroy their vessels. "It's dynamite, pure magic," bubbles Wynn. "Shiver me timbers, walking the plank. Who could resist that?"

He had better hope nobody. With both Circus-Circus Enterprises Inc. and Kirk Kerkorian building big Las Vegas casinos, the desert landscape is getting pretty crowded. Recession has depressed occupancy rates, and Vegas gaming revenues have dropped for two years running. What's more, Wynn's Mirage is cannibalizing patrons from his own Golden Nugget casino downtown. Nugget revenues slipped 21% last year.

In that environment, Wynn's new project is fraught with risks. For one thing, its original $300 million price tag has surged by more than a third since Wynn announced it in October. To cover the increase, he has hiked a proposed new issue of mortgage-backed notes from $200 million to $300 million. Keeping the price down is crucial because Wynn intends to market the new casino to what he calls the "mass market," eschewing the high rollers that his places usually attract. That will mean setting room rates at $50 or less, about half the Mirage's current rate.

"Steve's problem has always been that he's a tinkerer," says Los Angeles-based casino consultant Saul F. Leonard. "He's so creative that he just can't stop himself." On this day, as he does every day, Wynn is looking over plans at Atlandia Design, Mirage's in-house design department. Thirty pounds lighter from two months of dieting, he's holding a bag of microwaved popcorn as he argues with Atlandia's top designer, Joel Bergman. The problem? Valets retrieving cars will have to veer around several columns to get out of the garage. Wynn would rather move the columns, which will hike costs. And though Bergman objects, the change will be made.

Wynn has always been that aggressive. The son of a Maryland bingo-parlor operator, he got his start in 1967 by paying $35,000 for a tiny piece of Las Vegas' Frontier Hotel. Five years later, he bought stock in Mirage's predecessor, Golden Nugget Inc. There, he uncovered employees on the take and in

VEGAS VESUVIUS: A "VOLCANO" IN FRONT OF THE $630 MILLION MIRAGE "ERUPTS" EVERY 15 MINUTES

PHOTOGRAPHS BY BOB KRIST; ANDY FREEBERG; ILLUSTRATION BY LAUREL DAUNIS/BW

PRA 02572

1973 was named chairman to clean it up.

Since then, his rise in the industry has been impressive. After turning the Nugget into a moneymaker, Wynn opened a smaller Golden Nugget in Atlantic City in 1980. It became one of the city's most profitable casinos and cemented the Wynn formula. Flying high rollers in by helicopter from New York and Philadelphia, offering them plenty of credit, and booking big acts like Frank Sinatra, Wynn filled the place with big spenders. When he sold out to Bally Manufacturing Corp. in 1987 for $440 million, his pretax gain was $170 million.

The timing of Wynn's departure from Atlantic City was uncanny: Within a few months, the overbuilt resort began a long slide. By then, Wynn was already focused on the Mirage. To build the 3,000-room hotel, he pushed the company's total 1990 debt load to more than $1 billion—66% of capital. He spent $45 million to build a 320-acre golf course lined with 10,000 pine trees trucked in from Canada. And he signed Siegfried & Roy, the illusionist act, to a five-year deal worth $47 million. With all the hoopla, many skeptics thought the debt service would eat him up.

IF YOU BUILD IT... Wynn rolled the dice anyway. "What people didn't understand is that we're selling fun and games and wham-bam-thank-you-ma'am excitement," he says. "You build something big and fancy, and people are going to want to come and see it." They did. In 1991, the Mirage's second year, operating cash flow hit $201 million, which analysts contend is a record for a single casino property. That was enough for Wynn to retire nearly a third of the company's debt. Mirage Resorts' net income leaped 57% in 1991, to $46.8 million, though the recession clipped 9.5% off revenues, which came in at $822.8 million.

The Mirage's secret wasn't just a fancy building. Wynn raided other casinos, stealing top-paid marketing employees with worldwide contacts. He has two private jets in the air most of the time, which operatives in Asia fill with some of the world's richest gamblers. He has also discovered the magic of boxing. Wynn startled the fight game by paying $40 million to promote the Buster Douglas-Evander Holyfield heavyweight bout in 1990. The fight lost $2 million—but it lured enough big spenders into the casino to offset that deficit severalfold.

While promoting the fight, Wynn also ran smack into his longtime nemesis: Donald Trump. Wynn has never forgiven him for buying 4.9% of Golden Nugget's stock in a stalled 1987 takeover bid. Boxing promoter Mike Trainer says that while hawking closed-circuit rights for the Douglas-Holyfield fight, Wynn refused to sell to any of Trump's Atlantic City casinos. When other casinos told Wynn they liked to bid as a group, he skipped Atlantic City altogether. Trainer figures the snub cost him $250,000.

Wynn definitely does things his own way. But who's to argue? He owns 33% of Mirage's stock, and his brother and wife sit on the board. He pays himself $2 million a year and lives like the celebrities he courts to add glitter to his casinos. At his 50th-birthday party in January, guests included actor George Hamilton, Quincy Jones, and former baseball commissioner Peter Ueberroth. Michael Jackson is a frequent guest in the Mirage's posh bungalows. He likes to watch the dolphins.

Treasure Island will have a 360-foot canal with pirate ships and mock gun battles—if Wynn can sell $300 million in bonds to pay for it

Wynn and his wife, Elaine, have been together for 28 years, though they were divorced five years ago and remarried last June. Since 1978, they have lived in the same place near Las Vegas, but they just bought the house next door in order to tear them both down and build an 8,000-square-foot mansion in their place. An exercise fanatic, Wynn loves to jog and hit the Stairmaster. A lack of peripheral vision caused by the eye disease retinitis pigmentosa keeps him from driving, but it doesn't preclude golfing or skiing.

Wynn's brash, take-it-or-leave-it style annoys a lot of people in Las Vegas. But most think he's good for gambling. Henry Gluck, chairman of rival Caesar's World Inc., puts it this way: "You have to separate the ego from the accomplishments. We don't care what he says or does as long as it brings in business to the city." Wynn, though, has to watch that his ego doesn't interfere with all he has built. A visionary named Bugsy Siegel once came to Las Vegas and got overextended in a hurry. Wynn has shown time and again that he's a lot smarter than that. But he'll need to play his cards carefully to make sure his latest gamble pays off like the rest.

By Ronald Grover in Las Vegas

PRA 02573

Our File: 2890441
Your File: _____

Trademark Research Report

Client Name: BLUEDOG LAW OFFICE, P.A.

Attention: WILLIAM J. HARDACKER

Date Received: JANUARY 21, 1992 Received by: FAX

Date Mailed:

JAN 28 1992

Johnson
Exhibit 4
Date: 6/15/99
David A. Campeau
Stirewalt & Associates

Mark Searched: TREASURE ISLAND CASINO & BINGO (OR) TREASURE ISLAND CASINO (OR) TREASURE ISLAND

Goods/Services: GAMING ESTABLISHMENT

Type of Search: FULL SEARCH

Thomson & Thomson has taken all reasonable steps to ensure the completeness and accuracy of this report. However, for various reasons, including the subjective nature of trademark searches, and incomplete data provided by the U.S. Patent and Trademark Office and the various states, Thomson & Thomson cannot warrant that t complete. AS A RESULT, THOMSON & THOMSON DISCLAIMS ALL WARRANTIES FITNESS FOR A PARTICULAR PURPOSE. If the mark or goods which were the subject slightly, a new search should be conducted.

Any liability arising out of the preparation of this report is limited to a refund of the sen Acceptance of this search constitutes an acceptance of the aforesaid terms, conditions and This report in no way constitutes a legal opinion.

Valentine - Treasure Island Exhibit C

Prairie Island Indian Community v. Treasure Island Corp.

Opposition Nos: 91115866 and 91157981

Thomson & Thomson. 500 Victory Road, North Quincy, MA 02171-1545 Telephone (617) 479-1600 (800) 692-8833

Our File: 2890471
Your File: _____

Trademark Research Report

Client Name: BLUEDOG LAW OFFICE, P.A.

Attention: WILLIAM J. HARDACKER

Date Received: JANUARY 21, 1992 Received by: FAX

Date Mailed: 28

Mark Searched: DESIGN OF PALM TREES IN U.S. CLASSES 100, 105 AND 107

Goods/Services: GAMING ESTABLISHMENT

Type of Search: DESIGN SEARCH, DESIGN - INDIV CLASS

Thomson & Thomson has taken all reasonable steps to ensure the completeness and accuracy of this report. However, for various reasons, including the subjective nature of trademark searches, and incomplete data provided by the U.S. Patent and Trademark Office and the various states, Thomson & Thomson cannot warrant that this report is error-free or complete. AS A RESULT, THOMSON & THOMSON DISCLAIMS ALL WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. If the mark or goods which were the subject of this search are changed, even slightly, a new search should be conducted.

Any liability arising out of the preparation of this report is limited to a refund of the search fee paid. Acceptance of this search constitutes an acceptance of the aforesaid terms, conditions and limitations. This report in no way constitutes a legal opinion.

Thomson & Thomson. 500 Victory Road, North Quincy, MA 02171-1545 Telephone (617) 479-1600 (800) 692-8833
FAX (617) 786-8273 Telex 6971430 (Thomson)

TREASURE ISLAW' 'ASINO & BINGO (OR) TREASURE '' 'D CASINO (OR) TREASURE IS

REF. 1

TREASURE ISLAND HOTEL & CASINO ST. MAARTEN, N.A.

SER. NUMBER: 73-653,503 REG. NUMBER: 1,469,460

STATUS: REGISTERED REG. DATE: DEC 15, 1987
INT. CLASSES:
41 (EDUCATION AND ENTERTAINMENT SERVICES)
U.S. CLASSES:
102 (FINANCIAL AND INSURANCE SERVICES)
107 (EDUCATION AND ENTERTAINMENT SERVICES)
GOODS/SERVICES: CASINO SERVICES
FILED: APR 06, 1987
FIRST USED: OCT 23, 1986 (INTL. CL. 41)
IN COMM: OCT 23, 1986
PUBLISHED FOR OPPOSITION: SEP 22, 1987
REGISTRANT:
TREASURE ISLAND N.V.
NETHERLANDS ANTILLES CORPORATION
ST. MAARTEN, NETHERLANDS ANTILLES
DISCLAIMERS: "HOTEL & CASINO" AND "ST. MAARTEN, N.A."

TREASURE ISLAND CASINO & BINGO (OR) TREASURE

TREASURE LAND

REF: 27

GOODS/SERVICES: HOTEL & CASINO

OWNER: JERALD J WHITE DBA FOUR TOREY CORP
2217 E FREMONT LAS VEGAS NV 89101

STATE: NEVADA

U.S. CLASS: 100

INT. CLASS: 42

MARK TYPE: TRADE NAME

REG. NUMBER: 22177

STATUS: REGISTERED

REGISTERED: NOV 14, 1988

FIRST USE IN STATE: OCT 27, 1988

FIRST USE ANYWHERE: OCT 27, 1988

TREASURE CHEST

REF: 28

GOODS/SERVICES: CASINO

OWNER: DONALD L OWENS RENO NV

STATE: NEVADA

U.S. CLASS: 100

STATUS: REGISTERED

REGISTERED: JAN 31, 1973

TREASURE COAST

REF: 29

GOODS/SERVICES: PROPOSED HOTEL & CASINO

OWNER: DAVID J MORRISON 9309 FAIRWAY BLVD
SUN LAKES AZ 85248

STATE: NEVADA

U.S. CLASS: 100

INT. CLASS: 42

MARK TYPE: TRADE NAME

REG. NUMBER: 22268

STATUS: REGISTERED

REGISTERED: DEC 13, 1988

FIRST USE IN STATE: DEC 06, 1988

FIRST USE ANYWHERE: DEC 06, 1988

004

SEARCH: D89044J ANALYST: R CHASE

MERCHANT & GOULD

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Of Counsel
R. Carl Moy

April 22, 1992

Direct dial: 336-4728

BLUEDOG LAW OFFICE, P.A.
APR 24 1992
RECEIVED

Mr. Ronald Valentine
General Manager
TREASURE ISLAND CASINO & BINGO
5734 Sturgeon Lake Road
Welch, MN 55089

Re: M&G 9811.0-00-01

Dear Ron:

I spoke with Gene Nelson at Foote Marketing Group regarding the advertising plans for TREASURE ISLAND. He will be providing me with information regarding first dates of use for the marks in Minnesota and the surrounding states. He has also said that the advertising campaign will be on a national scale shortly and urged filing in all states in which the advertisements will be placed. [redacted]

Valentine - Treasure Island Exhibit D

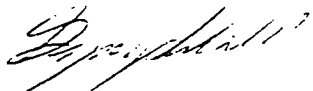
Prairie Island Indian Community v. Treasure Island Corp.

Opposition Nos: 91115866 and 91157981

We will begin proceeding with the state service mark registrations for Minnesota and the surrounding tier of states when we have received information from Foote Marketing Group. I have enclosed a copy of the search report for review along with a copy of the *Business Week* article on Steve Wynn which should be better than the copy faxed to you. We will keep you informed of our progress. If you should have any questions, please do not hesitate to call.

Sincerely,

MERCHANT, GOULD, SMITH, EDELL,
WELTER & SCHMIDT, P.A.

By: 
Gregory A. Sebald

GAS:mdh
Enclosures

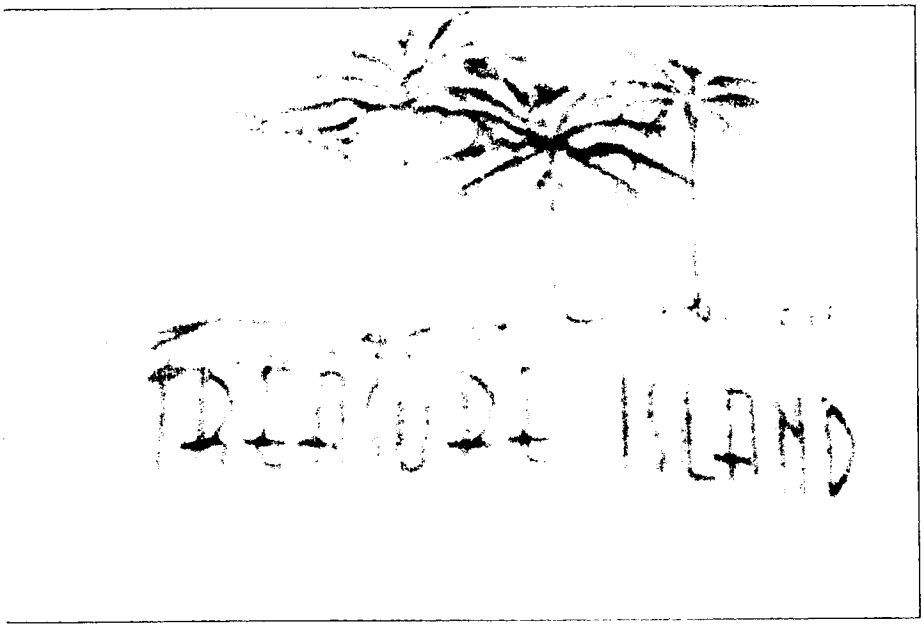
cc: William J. Hardacker, Esq. (w/encl.)
Michelle M. Michel, Esq. (w/o encl.)

[illegible] is very [illegible] to a [illegible] use. (See attached) #38 logo.

Valentine - Treasure Island Exhibit E

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981



Valentine - Treasure Island Exhibit F

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

Treasure Island
C·A·S·I·N·O B·I·N·G·O

EMPLOYEE Newsletter!

Issue No. 5 August, 1991

BULLETIN!!

The travel director hopes that this schedule will help everyone prepare for the arrival of customers. If you have any questions, please contact Libby Olson at Extension 575.

QUEEN BEE TOURS -	2:00 A.M.	- 1 BUS -(RED-EYE)	MON - SUN
	9:30 A.M.	- 1 BUS	MON - SUN
	10:00 A.M.	- 2 BUSES	MON - SUN
	6:30 P.M.	- 2 BUSES	MON - SUN
	6:45 P.M.	- 1 BUS	MON - SUN
	7:00 P.M.	- 1 BUS	MON - SUN
M & J TOURS -	10:00 A.M.	- 1 BUS	MON & TUE
	6:15 P.M.	- 2 BUSES	MON & TUE
	10:00 A.M.	- 1 BUS	WED - SAT
	6:15 P.M.	- 3 BUSES	WED - SAT
	3:15 P.M.	- 2 BUSES	SUNDAYS
LUCKY DOLLAR -	10:00 A.M.	- 1 BUS	MON - SAT
	6:30 P.M.	- 1 BUS	MON - SAT
	12:00 P.M.	- 1 BUS	SUNDAYS
	4:00 P.M.	- 1 BUS	SUNDAYS
R.C.L. TOURS -	6:45 P.M.	- 1 BUS	WED - SAT
	2:30 P.M.	- 1 BUS	SATURDAYS
PENDELTON TOURS -	5:00 P.M.	- 1 BUS	WEDNESDAYS
	5:00 P.M.	- 1 BUS	FRI - SUN
MARY'S TOURS -	2:30 A.M.	- 1 BUS -(RED-EYE)	MON - SUN
	10:00 A.M.	- 1 BUS	MON - FRI
	6:30 P.M.	- 1 BUS	MON - FRI
	2:00 P.M.	- 1 BUS	SATURDAYS
	6:30 P.M.	- 1 BUS	SATURDAYS
	11:30 A.M.	- 1 BUS	SUNDAYS
	3:30 P.M.	- 1 BUS	SUNDAYS
OUTBOUND TOURS -	8:30 A.M.	- 5 BUSES	TUESDAYS
	8:30 A.M.	- 5 BUSES	THURSDAYS
MARS TOURS -	6:30 P.M.	- 2 BUSES	MON - SAT
	4:30 P.M.	- 2 BUSES	SUNDAYS
CHIPPEWA TRAILS -	10:00 A.M.		
	1:30 P.M.		
	6:00 P.M.		
	4:20 P.M.		

THE BUSES LISTED ABOVE ARE CC
THE UPDATE SCHEDULE EFFECTIVE 9

Valentine - Treasure Island Exhibit M

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

S.O.S. S.O.S. S.O.S.

All employees of Treasure Island are required by Federal Law, the Tribal-State Compact and the Community Gaming Ordinance to obtain a "Gaming License." The Prairie Island Tribal Council is picking up the fees for all employees through the end of July. Beginning August 1, 1991, all new hires or re-hires will be responsible for fees to obtain a Gaming License. The cost for Class C Gaming Licenses (money handling positions) is $30 per year. The cost for Class C-1 Gaming Licenses (non-money handling positions) is $10 per year.

Faye Daly will be setting up finger printing in the Bingo Hall area for your convenience July 22 through July 31 from 9:00 A.M. to 3:00 P.M. To speed up the process, you may pick up your application from Faye on the second floor of the Casino at the front desk.

Once again, if you do not obtain a gaming license, your employment with Treasure Island will result in your termination.

CHILDREN CHILDREN

WE CARE ABOUT YOUR CHILDREN!!!!!

The Prairie Island Tribal Council and Treasure Island Casino is in the process of planning to build a child care center for you. Will it meet your needs??????

There's so many options as to the type of care that we can provide. We can be open 24 hours a day, we can have just infant toddler care, pre-school care and sick care.

Please take a few minutes to fill out the surveys on the next three pages. We must have this information in order to move ahead on this exciting project!!!

This same article was run in last month's newspaper. At the July 19th General Meeting it was brought up again. If you do not fill out this survey and return it to Reta Childs, we will have to drop or delay this project. You may also call Reta at 385-2518. We need your INPUT.

WE'RE WORKING HARD FOR YOU.

++++++++++++++++++++++++++++++++++++

WE ARE GRATEFUL!!!

To our Tribal Council Members and the people they had to work with to get Goodhue County Road 18 paved. We know that all the mechanics and garages will be very disappointed that they will no longer have our cars in for repairs. Everyone who travels that road will be saying Thank You as they drive to the casino. WE APPRECIATE YOUR EFFORTS AND YOUR SUCCESS IN THOSE EFFORTS!!!

PRA 02517

BALANCING WORK, FAMILY & PERSONAL LIFE SURVEY

Check age Group: _____ Under 25 _____ 25 - 40 _____ 41 - 65

What hours do you work?_____
What hours would you use day care?_____
Rotating shifts (hours to/from)?_____ What days?_____
Is your job full-time_____ or part-time_____?

Section I: Dependent Child Care

1. City & Zip Code of your home address_____
2. How far do you commute to work each day?_____
3. Do you car pool? Yes_____ No_____
4. How many children do you have living in your household?_____
   List their ages by birthday:

_____ Mo Day Yr	_____ Mo Day Yr	_____ Mo Day Yr	_____ Mo Day Yr
_____ Mo Day Yr	_____ Mo Day Yr	_____ Mo Day Yr	_____ Mo Day Yr

5. The Following data is requested to assist in long range planning:
   _____ I am planning to have children within the next five years.
   _____ I am not planning to have children within the next five years.
   _____ Undecided
6. How many times have you had to change child care arrangements over the past two years?_____
7. Has your work been more difficult or inconvenient when other employees have difficult with child care arrangements?_____
8. If you are married, is your spouse employed?_____
9. If you are a single parent, do you have custodial care of your child/children?_____
10. Have you considered quitting your job because of child care difficulties? Yes_____ No_____
11. Sometime child care arrangements affect parents at work. During the past year, have you had difficulties related to child care in any of the following areas? (check all that apply)
    _____ Traveling on the job
    _____ Training on the job
    _____ Scheduling vacation time
    _____ Working over time
    _____ Rotating shift work
    _____ Returning to work after child birth
    _____ Ability to concentrate on job
    _____ Causes stress at work

PRA 02518

12. Have you ever experienced any of the following problems relating to child care? (check all that apply)

_____ Cost of child care
_____ Convenience of location
_____ Transportation
_____ Schedule that matches with work schedule
_____ Quality of care
_____ Care for the sick child
_____ Substitute care when normal child care provider is unavailable
_____ Care for child under 2
_____ Care for child 2 through 5
_____ Care for child 6 through 10

13. When do you need care for school age children?

_____ Before school
_____ After school
_____ School summer vacation and holidays

14. Check the type of care you are CURRENTLY using:

_____ Spouse in my home
_____ Relative in my home or theirs
_____ Unrelated person in my home (nanny, etc.)
_____ Unrelated person in their home (family day care provider)
_____ Child Care center
_____ Child cares for self
_____ Other (please describe below)_____

_____

15. What do you pay each month for child care?_____
16. Is the care full-time_____ or part-time_____
17. Are you satisfied with the care provided?_____
18. Are you satisfied with the cost?_____
19. If a high quality child care were offered at the same cost or more, would you use it?_____ If not, why not?_____

_____

20. What type of child care would you PREFER, and what hours would you like available? (please describe below)_____

_____

21. If the following services were available to you, which would you use when needed? (check all that apply)

_____ Child care on site or near site
_____ Worksite seminars to help you better cope with the stress of managing work and family
_____ Child care for sick children
_____ Worksite child care referral to assist in finding child care
_____ Adult day care for aging parents

_____ Other (please describe below)_____

_____

22. Would driving County Road 18 in the winter with your child/children cause you enough concern not to use the child care? Yes_____ No_____

23. If onsite child care was not available but a child care resource and referral agency was (locates child care providers), would you use the agency? Yes_____ No_____

24. Comments and/or expectations: _____

_____
_____
_____
_____
_____
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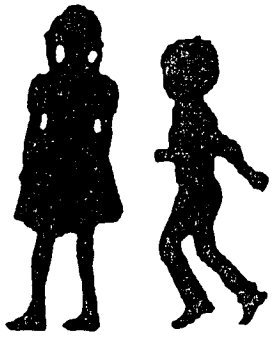
_____

RETURN TO: RETA CHILDS
CUSTOMER SERVICE MANAGER
(SECURITY OR RECEPTIONIST)



PRA 02520

AUGUST BIRTHDAYS

Mon	Day	Name
8	1	Rowan, Sandy J.
8	1	Weichel, Adam N.
8	1	Reinhardy, Shawn
8	1	Doolittle, Eric
8	2	Garey, Kristen
8	2	Dow, John
8	2	Hessler, Walter, Jr.
8	3	Fletcher, Roberta
8	3	Stock, Maxine
8	4	Olsen, Eugene
8	4	Daffinson, Troy
8	4	Peterson, Brian
8	5	Lewis, Loren
8	6	Strusz, Tacey
8	7	Kreps, Laura
8	7	Beissel, Tom
8	7	Tebbe, Richard
8	7	Westberg, Scott
8	8	Andrews, Vernon
8	8	Ryan, Ralph
8	9	Shidler, Todd
8	10	Slocum, Jeffery
8	10	McGuire, Pat
8	11	Walsh, Michael
8	11	Stockhausen, Eric
8	12	Dick, Dennis
8	13	Bornholdt-Hansen, D
8	13	Smoot, Colleen
8	15	Dow, Justin
8	15	Lidberg, Gregory
8	16	Moseman, Betty
8	17	Maxwell, Cindy
8	17	Rehfeldt, David
8	17	Towner, Ramona
8	18	Moquin, Trysha
8	18	McKiernan, Lawrence
8	19	Martinez, Christine
8	19	Perez, Scott
8	19	Claude, James
8	20	Rodewald, Robin
8	20	Rothove, Nyla
8	21	Berning, Renee
8	21	Marquardt, Toby
8	21	Buck, Daniel
8	22	Lepora, Robert
8	22	Bround, Bradley
8	22	Obler, Jason
8	23	Johnson, Rolin
8	23	Seidl, Richard
8	23	Karnick, Leah
8	24	Marleau, Dolores
8	25	Helget, Cory
8	26	Lichtblau, Tris
8	26	Bennett, Audrey
8	26	LaRiviere, Eugene
8	26	Brookshaw, Marian
8	26	Orr, Thomas
8	27	Bleyle, Ronald
8	28	McCord, Merril
8	29	Brohmer, Joel
8	29	Wells, Rita
8	29	Leonard, Michael
8	29	Moraski, Pamela
8	29	Shelstad, Anne
8	29	Flynn, Jean
8	29	Sellars, Robert
8	29	Whipple, Patricia
8	30	White, Sandra
8	30	Weghorn, David
8	30	Bach, Shannon
8	30	Kennedy-Marty, Celes
8	30	Loucks, Kirk
8	31	Bignell, Janet

****

PROMOTIONS AND CONGRATULATIONS!!

Polewczynski, Todd	Casino
Frazier, Vernon	Casino
Delahousaye, Darrell	Surveillance
Metcalf, Robert Jr.	Casino
Larson, Dale	Casino
Goodwin, Linda	Casino
Schwartz, Eugene	Casino
Johnson, Paul	Casino
Linnemann, Mark	Casino
Matz, Eric	Casino
Bleyle, Sandra	Casino
Cambronne, Jill	Casino
Ryan, Mark	Casino
Olsen, Tammy	Casino
Orsini, Shanon	Casino
Leonard, Todd	Casino
Smith, Michelle	Casino
Beil, Brian	Casino
Schreifels, Hans	Casino
Hayes, Angela	Casino
Swanson, Mike	Casino
Werner, Roy	Casino
White, Arthur	Casino
Omundson, Jason	Casino
Amacker, Tammy	Casino
Davis, Angie	Casino

LOOKS LIKE THE CASINO IS

DOING JUST GREAT!!!!!

PRA 02521

NEW HIRES SINCE LAST NEWSLETTER..

Welch, Dee	Casino
Weeks, Peter	Casino
Cordes, Anthony	Casino
Ring, DeWayne	Porter
Amacker, Craig	Porter
Chandler, Christopher	Security
Strusz, Todd	Bingo
Langeslay, Timothy	Security
Shefveland, Nathan	Casino
Mueller, Amy	Restaurant
Wahlstrom, Charles	Restaurant
Spence, Nancy	Casino
McPherson, Lynda	Casino
Packman, Mary	Restaurant
Howard, Kari	Restaurant
Donley, Ann	Restaurant
Rothove, Nyla	Restaurant
Johnson, Leroy	Porter
Vieths, Jean	Casino
Strusz, Tacey	Casino
Bornholdt-Hansen, D.	Bingo
Smiens, Carolyn	Casino
Denzer, Holly	Bingo
Fischer, Rebecca	Casino
DeGidio, Virginia	Casino
Vierling, Lisa	Casino
Lopez, Jose	Bingo
Rodewald, Judy	Casino
Karlson, Abbie	Casino
Shefveland, Matthew	Casino
Swanson, Shannon	Casino
Broers, Ruth	Casino
Zembo, Sylvia	Security
Stock, Maxine	Bingo
Christensen, Robyn	Bingo
Griffiths, Mary Lou	Bingo
Waldron, Laura	Casino
Schmotter, Teresa	Security
Davis, Angie	Casino
McNamee, Harland	Porter
Childs, Matthew	Security
Gray, Daniel	Casino
Jones, Scott	Casino
Clasen, Brian	Casino
Marquardt, Toby	Casino
Carlson, Eric	Casino
Sellars, Paul	Casino
Reinhart, Eric	Casino
Lenertz, Yvonne	Restaurant
Judge, Robert	Casino
Hardy, Tara	Bingo
Tepley, Jonathon	Casino
Malby, Josh	Casino
Saunders, Michael	Bingo
Baker, Janice	Casino
Johnson, Paula	Casino
Tolvay, Kathleen	Casino
Glasby, Shelby	Casino
Hines, Jason	Security

Harshman, Pam	Restaurant
Gryp, David	Security
Slotto, Kathleen	Casino
Hadler, Corey	Casino
Gould, Lisa	Restaurant
Molberg, Lisa	Casino
Powers, LuAnn	Restaurant
Bleyle, Karen	Restaurant
Kosse, Donald	Restaurant
Palbicki, Randy	Casino
Dollar, Samuel	Casino
Morland, Alan	Casino
Adolph, Charles	Casino
Herbert, Robert	Casino
Whipple, Patricia	Casino
LaRiviere, Eugene	Casino
Kieffer, Jeffrey	Casino
Leuze, David	Casino
Hague, James	Casino
Torgersen, Dawn	Casino
Tayler, Georgia	Casino
Caflisch, Brent	Casino
Christmas, Robert	Casino
Rice, Robert	Casino
Balster, Brent	Casino
Washburn, Scott	Casino
Swenson, Michelle	Casino
Heppelmann, Larry	Casino
Brown, Michael	Casino
Hammer, Christopher	Casino
Smoot, Colleen	Restaurant
Buck, Daniel	Casino
Jones, Victor	Casino
Worrel, Anthony	Porter
Coxe, John	Porter
McGowan, John	Casino
Bohn, Juanita	Casino
Hessler, Walter Jr.	Casino
Hessler, Clarabelle	Casino
Elmore, Marn	Casino
Lynch, Bernard	Casino
Vanderlinden, Jay	Casino
Vandell, Timothy Jr.	Casino
Mamer, Dean	Casino
Leonard, Mary	Casino
Fryer, Douglas	Casino
Jacobson, Susan	Bingo
Albarado, Bruce	Casino
Bohmbach, Betty	Casino
Marquardt, Catherine	Restaurant
Kovacs, Frances	Casino
Diercks, Joel	Casino
Monroe, Tami	EMT
Shidler, Todd	Casino
Cieminski, Donald	Casino
Jones, Larry	Casino
Riste, Dennis	Casino
Towner, Ramona	Casino
Walter, Elizabeth	Casino

PRA 02522

NEW HIRES CONTINUING.....

Wood, Tammi	Restaurant
Wells, Jeffery	Security
Brady, Lisa	Casino
Mohn, Tamara	Casino
Lytle, Renee	Casino
Andrle, Todd	Casino
Bickel, Diane	Casino
Johnson, Tom	Restaurant
Rowley, Mathew	Restaurant
Ballantine, Amy	Casino
Obler, Jason	Casino
Krempel, Edward	Casino
Kaneko, James	Casino
Anderson, Karl	Casino
Reller, Joseph	Casino
Strusz, Cynthia	Admin.
Nelson, Michael	Maint.
Haglund, Norma	Casino
Meehan, Julie	Casino
Wilder, Michael	Casino
Coe, Tiffane	Casino
Loucks, Kirk	Casino
Purcell, Michael	Casino
Farrell, Tracy	Casino
Hansen, Charles	Porter
Blodgett, Bruce	Maint.
Peterson, Brian	Casino
Johnson, Bobbi	Restaurant
Krause, Jennifer	Casino
Podgorski, George	Restaurant
Klein, Jean	Restaurant
Stevens, Colleen	Restaurant
Butler, Craig	Casino
Rehfeld, Romelia	Restaurant
Rickard, Jamie	Restaurant
Gibart, Steven	Vault
Warren, Barry	Restaurant
Dimmen, Christina	Restaurant

WOW! WHAT A MONTH-- Let's all work hard to keep these new employees as busy with customers as they were the month that they were hired-------- during the Grand Opening!!!!!!!

WELCOME TO TREASURE ISLAND

From the desk of.....

It has come to my attention that some of us in the table games department, well, it's come to my attention that we talk funny so we put together this glossary in case you want to talk funny just like us, or, at least understand what we are saying.

Every profession has its own form of legalese, its own language, of and in the trade. It would benefit all employees to know the language of the business that the are in.

SO, here you go with your new dictionary!!!

Bob Scott
Table Games Manager

THANK YOU

PRA 02523

G L O S S A R Y

Backing Up Cards	To reconstruct a hand
Base	The Player's betting position to the dealer's extreme left. a. First Base - the position to the dealers extreme left. b. Centerfield (Second Base) - the position directly in the center of the layout. c. Third Base - the position to the dealers extreme right.
Bankroll	Casino cheques kept in a tray on the Blackjack table directly in front of the dealer.
Barber Pole	A stack of cheques in which the varied denominations are in a random order.
Blackjack	An ace with any card which has a point value of ten (10) being dealt as the <u>original</u> two cards to a player or to the dealer.
Break or Bust	To draw cards for a hard total of more than twenty-one (21).
Burn	To remove a card from play by taking it from the shoe and then placing it face down into the discard holder.
Capping	The placing of cheques on the top of a bet, or payoff, rather than beside it. Capping is not allowed.
Cheques	Monetary units issued by the casino to be used instead of cash on all of the pit games. (also called chips)
Clean Money	Gaming cheques taken from the tray.
Convert	To exchange lower value cheques to higher value cheques.
Count	The point value of a hand.
Counter	A player who keeps track of which cards have been dealt and which cards remain in the shoe.

The Count	*The taking of inventory of the bankroll between shifts.*
Credit	*Cheques removed from a game to be sent back to the cheques bank.*
Crimp	*A bend or indentation of the top or side edge of the card.*
Cut Card	*1. The card which indicates the time to shuffle.* *2. The card used to cut the decks by the player.*
Dirty Money	*Losing bets picked up by the dealer.*
Discard	*Holder on the right side of the layout in which the used cards are placed after a hand has been played.*
Double Down	*To make an additional wager of up to the initial wager on any two cards unless their point count is twenty-one (21). Only one additional card is dealt.*
Dragging	*Legally taking money from a bet before cards are dealt.*
Drop Box	*A box into which currency and pit documents are placed.*
Even Money	*A player shows a Blackjack and calls, "EVEN MONEY", instead of placing insurance money on the insurance line; win or push, the player would be paid even money. e)*
Fill	*Gaming cheques brought to the game from the cheques bank.*
Foreign Cheques	*Gaming cheques from other casinos'.*
Free Hand	*The hand in which the shoe is not normally held while dealing.*
Hand Signal	*The REQUIRED hand motion a player must provide when signaling to receive or not to receive an additional hit card.*
Hard Total	*The total point count of a hand in which*

PRA 02525

aces are counted as one (1) in value.

Hit	To take an additional card.
Hole Card	The dealer's second card. It is placed face down under the dealer's first card.
Insurance	An optional, additional wager of top to one-half of the original wager made by the player(s) who bet that the dealer has Blackjack. a. This wager may only be made when the dealer's up card is an ace. b. The payoff odds are 2 to 1.
Lammers	1. A button with a denomination used when issuing markers. 2. A clear button used to seperate stacks in the bankroll which may also be used to reserve a player's betting area when he/she is temporarily away from the table.
Lock it Up	Place the cheques in the bankroll tray.
Make it Look Like	A conversion. Making the total payoff look like a certain amount. Example: $2.50 bet "Make it look like a $5.00". Give them $5.00 cheque, take the $2.50. The total after payout will look like $5.00.
Marker	A computer printed counter check signed by the player redeemable for gaming cheques on the table where issued.
Paddle	The device used to push currency and pit documents into the drop box..
Parlay	To increase a wager by the total amount of the previous hand's winnings.
Pat Hand	A hand in which the first two cards add up to a point count of a hard 17, or higher. (Therefore, it would normally not be hit.)
Pinch	To illegally take cheques from a wager after cards have been dealt.

PRA 02526

Point Count	*The total value of the players cards.*
Past Post	*To illegally add money to a bet after any cards have been dealt.*
Press	*To increase a bet by an amount equal to the original wager.*
Prove a Hand	*To reconstruct a players hand in order to verify the dealer action on that hand.*
Push or Stand Off	*A tie between the player and dealer; neither the player nor the dealer wins (or loses).*
Rack	*A tray which holds the bankroll.*
Riffle	*A process of shuffling two stacks of cards by intermingling alternating cards from each stack.*
Scratch	*A players scratching hand motion on the layout just behind that players cards. It is required when a player requests a hit card.*
Shoe	*The device used to hold the decks of cards, and from which they are dealt.*
Shuffle	*The process of obtaining a complete and thorough mixture of the cards.*
Snapper	*A Blackjack*
Soft Total	*The total point count of a hand which contains an ace when that ace is count as eleven (11) in value.*
Split Pair	*To make two hands out of one when the first two cards hold equal values.*
Stand	*To decide not to take an additional card.*
Stiff	*A hand in which the combined value of the first two cards is 12 - 16. It, therefore, could break with the drawing of one more card.*
Sweeten a Bet	*To legally add cheques to a wager before the cards are dealt.*

PRA 02527

Toke (or Tip)	*A gratuity given to, or wagered for, the dealer.*
T.I.S.	*Table Inventory Slip.*
Tray	*The rack, attached to the table, which holds the bankroll.*
Up Card	*The dealers first card. It is placed face up.*
Wash	*The process of initially mixing the cards prior to the regular shuffle when placing new decks of cards into play.*

==========

Sooner or later, we, if we are wise, discover that life is a mixture of good days and bad, victory and defeat, give and take.
We learn that it does not pay to be so sensitive--that we should let some things go over our back like water off a duck's back.
We learn that he who loses his temper usually loses.
We learn that all of us have burnt toast for breakfast now and then, and that we should not take the other fellow's grouching too seriously.
We learn that carrying a chip on our shoulder is the easiest way to get into a fight.
We learn that the quickest way to become unpopular is to carry tales and gossip about others.
We learn that most people are human and that it does not do any harm to smile and say "good morning" even if it is raining outside.
We learn that most of the other people are as ambitious as we are, that they have brains that are as good or better and that hard work, and not cleverness, is the secret to success.
We learn that it does not matter so much who gets the credit as long as the business shows a profit.
We come to realize that the business could run along perfectly without us.
We learn to sympathize with the youngsters coming into the business, because we remember how bewildered we were when we first started out.
We learn not to worry when we do not make a hit every time, because experience has shown if we always give our best, our average will break pretty even.
We learn that no one ever got to first base alone and that it is only through cooperative effort that we move on to second base.
We learn that people are not any harder to get along with in one place than another and that "getting along" depends about 98 percent on ourself!

The Art of Getting ALONG

PRA 02528

Treasure Island
C•A•S•I•N•O B•I•N•G•O

EMPLOYEE Newsletter!

Issue No. 6 September, 1991

SOLAR

Senator Paul David Wellstone
Senate Energy and Natural Resources Committee

Dear Senator Wellstone;

MINNESOTA CAN BE THE FIRST!!! The first state in these United States to abolish Nuclear Energy and work with nature towards an environmentally safe system using solar energy.

During this time of unemployment the utility companies could serve their customers by putting more people to work building for tomorrow with solar energy and erasing the mistakes of today and yesterday idling nuclear reactors.

You, Senator Wellstone, could be the LEADER in this change!!!

The people want to be in tune with nature. We understand it. It is our birthright to understand nature. It is our birthright not to strip nature but to renew its gifts to us.

It is not natural to clone what the sun does through nuclear (atomic) fusion that creates the devastation of radioactive waste. This radioactive waste will mutate our genes. To what? No one knows. The storage of this waste is not worth what it generates for us. It is very expensive. How many years will it take for the storage of this waste to take our land that we need for living space? What will we do then? How will we do it? The money saved by having the utility plants use solar power could be money in their pockets instead of in the equipment and the storage facilities to hold the radioactive waste.

What a great privilege, sir, for you to lead this movement!! We are behind you and we want our voices heard and heeded.

We want to have our children and grandchildren live in the purity of what nature provided for us to have perfect bodies. [illegible] with cold, gray silos filled with invisible killers.

We, the people, thank you [illegible] Energy and Natural Resources Committee to bring a [illegible] for all concerned.

Valentine - Treasure Island Exhibit ____

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

PRA 02504

WHAT IS THIS NUCLEAR POWER??

Man has harnessed atomic power to generate electricity. So great is the power in the atom that the fission of a piece of uranium no heavier than a loaf of bread and smaller than a golf ball can provide the same energy as 2,300,000 pounds of coal.

Power from atomic fission is produced in a silent machine called a nuclear reactor or atomic reactor. In this machine, splitting atoms of uranium serve as a source of heat to boil water and produce steam. An atomic reactor is really a special type of furnace. But instead of a firebox, a reactor has a core of uranium. The most important parts of the core are the fuel elements, which contain uranium. A liquid, such as water, flows through pipes in the reactor core, becomes hot, and goes to a device called a heat exchanger. Here, the hot water from the steam core heats water in a boiler and turns it to steam. The steam then goes to a turbine that turns an electric generator.

THE DANGERS OF RADIOACTIVITY AND "RUNAWAY" REACTIONS PRESENT PROBLEMS OF SAFETY TO WORKERS AND NEARBY COMMUNITIES.

A 1 million-kilowatt nuclear-power plant operating for a year produces almost 1 1/2 tons of fission products as radioactive waste. This waste must be disposed of in some way so that its radioactivity will not contaminate anything. In the early 1960's almost all radioactive waste produced in the United States was stored in tanks buried in the earth. The waste-disposal problem increases as industry builds more nuclear power plants.

Disposal of wastes on land must avoid leakage of radioactivity into the ground or its escape into the air.

DEFINE . . . . . .
DEFINE . . . . . .
DEFINE . . . . . .

Atom: is the smallest bit of matter that has distinct chemical properties and enters into a chemical reaction. An atom consists of a nucleus and electrons.

Atomic Bomb: a bomb whose violent explosive power is due to the sudden release of atomic energy resulting from the splitting of nuclei of a heavy chemical element (as plutonium or uranium) by neutrons in a very rapid chain reaction—called also a fission bomb. Any bomb whose explosive power is due to the release of atomic energy.

Atomic Energy: Energy that can be liberated by changes in the nucleus of an atom (as by fission of a heavy nucleus or fusion of light nuclei into heavier ones with accompanying loss of mass.)

Nuclear: Constituting a nucleus. Relating to or utilizing the atomic nucleus, atomic energy, the atom bomb, or atomic power.

Solar: Produced or operated by the action of the sun's light or heat. Utilizing the sun's rays.

Solar Battery: A device of one or more units for converting the energy of sun light into electrical energy.

Solar House: A house equipped with glass areas and so planned as to utilize the sun's rays extensively in heating.

Nuclear Radiation: Consists of charged or neutral particles and rays of high energy given off in nuclear reactions.

Radioactivity: The process by which the nuclei of certain atoms disintegrate and give off radiations.

Reactor: A machine that produces a controlled fission chain reaction. It is often used to generate power.

PRA 02505

The Application

On April 29, 1991 Northern States Power Company filed an application for a certificate of need to build a nuclear waste storage facility at its Prairie Island nuclear power plant. That same day, the Commission (Minnesota Public Utilities Commission) issued a memorandum asking interested persons to file comments on whether the filing should be accepted as substantially in compliance with certificate of need filing requirements, set forth in Mn. Stat. § 216B. 243 (1990) and Mn. Rules, part 7855.0010 through 7855.0670.

The Minnesota Department of Public Service, the Prairie Island Mdewakanton Sioux Indian Community, the Minnesota Public Interest Research Group, the North American Water Office, and Minnesotans for an Energy Efficient Economy filed comments.

The application has generated a great deal of public interest, particularly significant in certificate of need cases, where the law requires efforts to determine public opinion and to facilitate citizen participation in the hearing process. At the same time, the law requires final action on certificate of need applications within six months of receipt of a complete filing.

IF NSP IS ALLOWED TO BUILD THIS FACILITY, IT WOULD SET A PRECEDENT FOR A NUCLEAR INDUSTRY DESPERATE FOR SPACE TO STORE ITS WASTE. IN THE ABSENCE OF ANY PERMANENT NATIONAL NUCLEAR WASTE DUMP OTHER POWER COMPANIES WOULD SURELY FOLLOW NSP'S LEAD, AND THESE "TEMPORARY" SITES COULD SPRING UP ALL OVER THE COUNTRY. PLEASE JOIN THE CONFERENCE ON FRIDAY, AUGUST 30, 9am-6pm AT THE TWO RIVERS CULTURAL EXPLOSION AT FORT SNELLING STATE PARK, ST. PAUL, MN. TO LISTEN, LEARN, AND JOIN IN THE FIGHT TO PROTECT OUR LAND AND WATER.

The Alternative

Minnesota has much to gain by the preservation of its waters. We are host to the origin of the great Mississippi and we are the mouth of Lake Superior. The great river puts half of our nation on one side and half on the other. Lake Superior is the deepest inland water accessible to the seas of foreign commerce.

Our utility companies can be the leaders in the revolution of our usage of their product.

Our politicians can change the laws forcing us to be conservative and help us to learn alternative energy methods. Our political leaders are as fathers to children. We wanted, you supplied. Like children, we must learn that what we want is not always good for us. We, the voters, now want to stop this lollipop of slow death, nuclear energy. We want to be able to tell the children of the future that our elected leaders disciplined us for their sakes, that they could give birth to non defective children of their own.

We want our leaders to know that this is a free country. Freedom is not the right to do what one wants, freedom is the right to do what one should.

Like children, twenty years from now we can say, yeah, I know what you meant when you said it wasn't good for me. Now I'm telling my children the same thing. How many times has every parent heard that. GET BEHIND THE PEOPLE!! JOIN US LEAD US TO ALTERNATIVE ENERGY AND A SAFE ENVIRONMENT.....

Mississippi River Revival

The River Revival is founded on the belief that through culturally diverse celebrations people will fall in love with this great river and, through their love, build a community of people actively working to promote and defend a clean river. This year we are joining forces Labor Day weekend with the American Indian Movement to co-sponsor the Two Rivers Cultural Explosion.

PRA 02506

Spent Fuel Description

The spent fuel to be stored in the waste facility (cask) will have been discharged from the reactor for at least 10 years. This assures the fuel has been allowed to decay and cool for a substantial period of time.

Similarly, the radiation emitted by the fuel to be stored in the casks has decayed substantially from levels at the time of removal from the reactor unit. For instance, gamma radiation will have decreased by a factor of about 600 and neutron radiation will have decreased by about a factor of two. After TEN YEARS EACH FUEL ASSEMBLY WILL CONTAIN 147,000 CURIES OF RADIOACTIVITY. The cask is designed to store 40 spent fuel assemblies. The facility will consist of two reinforced concrete pads, each 3 feet thick. Twenty four casks are stored on each pad. The top of the concrete slabs will be at an elevation of 694 feet mean sea level, which is above the 100 year flood level of 687.4 feet mean sea level. The cask closures and seals are well above that level and will ensure that casks are not susceptible to being submersed by flood water even in the event of a highly improbable worst case flood. A steel framed equipment storage building will be used to store the cask transporter, which is a trailer for moving the cask from the auxiliary building. Lighting and security monitoring equipment will be provided at the perimeter. A security intrusion detection system inside a fenced area will surround it. An outer fence will also be built. A monitoring panel on the outer fence will be installed to facilitate surveillance of the casks.

An earthern berm (16 feet high) will be built around all sides. The berm will provide additional radiological shielding to minimize any off-site radiological dose resulting from the casks. Approximately 10 acres will be affected by site preparation and grading.

In addition, there is an area on-site that is currently covered in part by a stock pile of dredged spoil material. NSP will use this dredged material in building the berm.

The overburden materials at the site are permeable sandy alluvial soils which were deposited as glacial outwash and as recent river sedimentation. Preliminary borings have indicated that the overburden soils at the site vary from 158 to 185 feet thick. The description of the general soil types at the site applies to the proposed site. The uppermost bedrock unit at the site is sandstone and is believed to be part of the Franconia formation. Its thickness at the site is unknown, but would be less than 180 feet, which is the total measured thickness of the Franconia formation in complete sections. Underneath the Franconia formation are several hundred feet of lower Cambrian and Precambrian sandstone with minor shale horizons.

NSP contends that the low levels of radiation emitted from the nuclear power plant should be compared with the background radiation produced by natural sources, including radon, of about 300 millirem/year at the plant site and radiation produced by masonry or construction materials. Living in a brick house results in an average annual dose of 7 millirem, while exposure from road construction materials while driving results in an average annual dose of 4 millirem.

It is also important to emphasize that the average annual dose from the power plant, which is well within all federal and state standards, is so low as to be unmeasurable. There are no established health effects from radiation of the level produced by the casks.

PRA 02507

The Need to Know Theory

So now that you've read all of this information your reply is, "Gee, no one ever told me all that." None of us have any excuse now, do we? We can all stand up and be counted. Sure, the utility companies are big business and whoever fought big business and won anything. THERE'S POWER IN UNITY. No one single person can be singled out when the benefit is going to be for the whole world.

Some of the questions one may want to ask are: If we add the effects of the natural occuring radiation onto the unmeasurable amount emitted from the power plant doesn't the total add up to dangerous levels? Our bodies are made to tolerate what nature deems necessary. If technology doubles that amount, it's by far too much.

There are no established health effects from radiation of the level produced by the casks. Of course there are no established effects. Let's go the other way. Are we getting healthier because of the nuclear power plant? Of course we're not. Let's try to see if we could eliminate cancer, heart disease and on, and on, and on through prevention. Prevention is the cure. JUST SAY NO!! "Let's say it loud and clear. The storage facility is going to have a 16 foot high berm of earth on all sides to provide additional shielding. If radioactivity enters this what will stop it from continuing to invade the rest of the ground? A berm is attached to more earth. Like electricity it just keeps on going. The invisible radioactivity then enters the water, then the air, then our bodies. It is a small amount, perhaps, a slow death, mutation of our genetic makeup.

Food For Thought

Atomism is a philosophical view that developed in Greece during the 400's B.C. The atomists believed that the basic elements of reality are atoms-—indivisible, indestructible particles of matter moving in space. They thought atoms have an original motion, but also collide and rebound. As a result of these motions, worlds are formed, exist for a time, and then disappear. These worlds and the physical objects that exist on them differ only in the size, arrangement, and position of their atoms.

The atomists believed that the motion of the atoms is governed by necessity. Thus, every event is the result of a series of collisions and, in theory, can be predicted in advance. The philosopher Epicurus introduced a major revision with the idea that atoms are subject to an occasional swerve. He thought the swerve broke the pattern of predetermined events and provided a basis for free will. Our best source for knowledge of Greek atomism comes from Lucretius' poem "On the Nature of Things."

The Two Rivers Cultural Explosion is an enormous event that brings together all the elements of the Mississippi River Revival—cultural diversity, a focus on the river and our whole ecology through the "Water for Life" Alernative Energy Fair, music and dance, and youth.

PRA 02508

TWO RIVERS CULTURAL EXPLOSION

Schedule of Events

Thursday, August 29, 1991

	Native youth canoe-a-thon arrives at Two River Cultural Explosion
5:00 p.m.	Gates open - free camping

Friday, Augut 30, 1991

9 a.m.-6 p.m.	"Don't Dump Nuclear Waste on Prairie Island" Conference
6:00 p.m.	Opening Ceremony with U.S. Senator Paul Wellstone
7:00 p.m.	Concert (Honor the Earth Worker)

Saturday, August 31, 1991

9:00 a.m.	Alternative Energy and Environmentally Safe Product Fair; Merchandise, Exhibits & Displays
10 a.m.-1 p.m.	Youth Are the Future Conference
1:00 p.m.	International Gathering of Nations/Pow wow Grand Entry
1 p.m.-5p.m.	Environmental and Treaty Rights Workshops
1 p.m.-6 p.m.	Youth Are the Future Demonstrations and Workshops
1 p.m.-5 p.m.	Youth Are the Future performances of theater, music and dance
4 p.m.-5 p.m.	AIM - Elaine Stately Youth Olympics and spiritual Run and Elderly Run
5 p.m.-7 p.m.	Pena - New Song Movement
7:00 p.m.	Pow Wow Grand Entry
7:00 p.m.	Youth Are the Future Concert

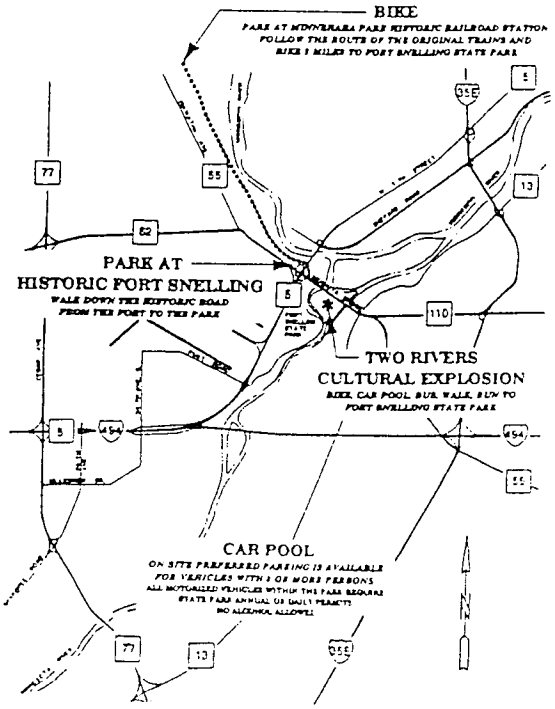
Sunday, September 1, 1991

9:00 a.m.	Alternative Energy & Environmentally Safe Product Fair; Merchandise, Exhibits & Displays
10 a.m.-4 p.m.	AIM - Elaine Stately Youth Olympics
1:00 p.m.	Pow Wow Grand Entry
1 p.m.-5 p.m.	Environmental and Treaty Rights Workshops
1 p.m.-6 p.m.	Youth Are the Future Cultural Arts Demonstrations and Workshops
1 p.m.-5 p.m.	Youth Are the Future performances of theatre, music and dance
5 p.m.-7 p.m.	New Song Movement
7:00 p.m.	Pow Wow Grand Entry
7 p.m.-9 p.m.	Concert: Solutions Are Possible

Monday, September 2, 1991

9:00 a.m.	Alternative Energy & Environmentally Safe Product Fair
1:00 p.m.	Pow Wow Grand Entry
	American Indian Movement 23rd Annual Fest and Giveaway

FORT SNELLING
State Park



Admission
$10.00 in advance
or $15.00 at the gate

Good for all events, all four days
Youth 7-15: $5.00
Children 6 and under and Elders 60 and over enter for free.

Group Discounts are available; Registered Powwow participants enter for 1/2 price at the gate. Motorized vehicles require State Park Annual or weekend pass stickers. The DNR has waived camping fees at Fort Snelling State Park for this event.

TICKETS AT:
TICKETMASTER

Twin Cities
(612) 989-5151

St. Cloud .....(612) 253-3131
Northern, MN .....(218) 727-2121
Southern, MN .....(507) 252-1010
Grand Forks, ND (701) 772-5151
Fargo, ND .....(701) 235-7171
Sioux Falls, SD ...(605) 334-8181
Ames, IA .....(515) 233-1888
Cedar Rapids, IA (319) 363-1888
Des Moines, IA ...(515) 243-1888
Lincoln, NE .....(402) 475-1212
Omaha, NE .....(402) 422-1212
Sioux City, IA .....(712) 252-3434
Milwaukee, WI ...(414) 276-4545

HANDICAPPED ACCESSIBLE

Power Surge Knocks Out Instruments at Reactor

Emergency brings plant shutdown

From News Services

Oswego, N.Y.

A power surge knocked out warning lights and instruments that operators use to control the reactor at a nuclear power plant Tuesday morning, and backup power systems also failed, authorities said.

The staff at Nine Mile Point Nuclear Station declared a "site area emergency," the second most serious classification under federal guidelines, before operators shut the reactor down safely.

No radiation was released, no one was evacuated and no sirens were sounded under the site area emergency, said Robert Burtch, spokesman for plant operator Niagara Mohawk Power Corp.

Niagara Mohawk lifted the alert at 7:45 p.m. It was only the third time that a site area emergency has occurred at a U.S. nuclear power plant.

Among the instruments that shut down was a display monitoring the reactor's control rods, said a spokesman for the federal Nuclear Regulatory Commission. But Burtch said operators were able to monitor the reactor's status using other instruments that weren't knocked out.

The NRC sent a team of seven inspectors to the 3-year-old, 1,080-megawatt plant on the shore of Lake Ontario.

"They have five power supplies that were supposed to be noninterruptible and they proved to be interruptible," NRC spokesman Joseph Fouchard said. "There were systems that are important to operators that did not function and we want to find out why.

"We've got a lot of work to do up there" he said.

Burtch said a preliminary investigation linked the initial power failure at 6 a.m. to a malfunction in one of the plant's three 25,000-volt transformers. The power loss first knocked out devices called annunciators warning lights above gauges in the control room. Backup power sources didn't kick in, and other control room instruments, such as temperature and water-pressure monitors, failed for about 22 minutes, Burtch said.

Plant workers eventually got one backup power source to work, said Niagara Mohawk spokeswoman Debbie Cienava.

Among the instruments plant operators lost was "the display that tells them where control rods are" Fouchard said. Those rods control the rate of nuclear fission inside a reactor. But other instruments continued to function, letting plant operators monitor the reactor, Fouchard and Burtch said.

"We never lost the instrumentation or the ability to know what was going on in the plant," Burtch said.

"We knew where the control rods were when we went into this event," Burtch said. "In order to assure we didn't have any problems." Operators withdrew the rods from the reactor core and shut the plant down, he said.

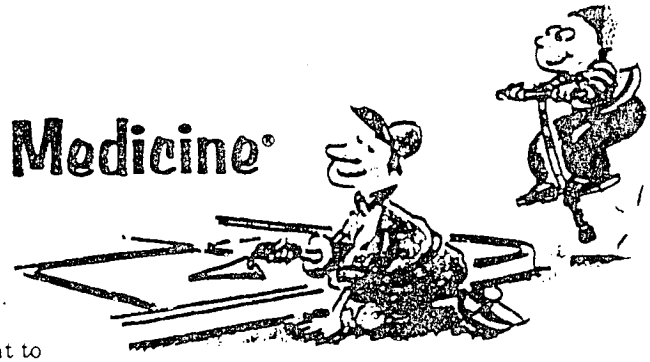
Peter Slocum, a spokesman for New York's state Disaster Preparedness Commission, which activated its emergency center in Albany to monitor the situation, said the instrument failure was "like losing your speedometer when you're going down the road at 70 mph.

Slocum said state officials were notified at about 6:20 a.m. that enough power had been restored that technicians could tell the reactor was being shut down safely. "We all breathed easier at that point," he said.

According to the NRC, the operating record of Nine Mile Point's two nuclear reactors since the late 1980s has ranked among the worst of the 111 licensed nuclear reactors in the United States. For three years until its status was upgraded in June, Nine Mile Point was on the agency's list of problem plants.

PRA 02509

Laughter, the Best Medicine®



"I HATE this dull town!" a teen-age boy complains to his parents. "I want action. I want to make real money. I want to meet pretty women. I can't do any of that here, so I'm leaving!"

Before he gets down the street, his father calls out to him. The boy shouts back, "Don't try to stop me! My mind is made up!"

"I'm not trying to stop you!" the man yells. "I want to go with you!"

-Ron Denunger in Dodgeville, Wis., *Chronicle*

"DO YOU THINK" asked the poll taker "that the terms of Congressmen should be limited?"

"No! They should stay in jail as long as everyone else!"

- John Darkow, North America Syndicate

"I'M NOT SAYNG her fiance' is cheap," whispered the office gossip. "But every time I get close to her engagement ring, I have an overwhelming desire for some Cracker Jacks."

-Quoted by James Dent in Charleston, W.Va., *Gazette*

A TEXAS OILMAN died and went to heaven. After a few days, his bragging was getting on St. Peter's nerves. No matter what part of paradise he was shown, the oilman claimed it failed to measure up to Texas. Finally St. Peter took him to the edge of heaven so he could look straight into hell. "Have you got anything like that in Texas?" the saint demanded.

"No," the oilman replied. "But I know some ol' boys down in Houston who can put it out."

-Contributed by Dana Conner

OVERHEARD: "You think *your* job is tense. In my office, they pass out the desk calendars in weekly installments."

-Laurence J. Peter and Bill Dana, *The Laughter Prescription* (Ballantine)

A man was told by his physician that he had only six months to live. "Doc," he said, "is there anything I can do?"

"Yes," replied the doctor. "First, give all your possessions to the poor. Next, move to a cold-water shack in the backwoods. And then marry a woman with nine young children."

"Will this give me more time?"

"No, but it'll be the longest six months of your life!"

-Contributed by Ken Beard

"I DON'T KNOW much about today's rock bands," admits Joey Adams. "I never studied music depreciation."

THE WEDDING CEREMONY had just concluded. The groom thrust his hand into his overalls pocket and asked the preacher what he owed him. "In these parts, we don't charge for this service," the reverend replied. "But you may pay according to your bride's beauty."

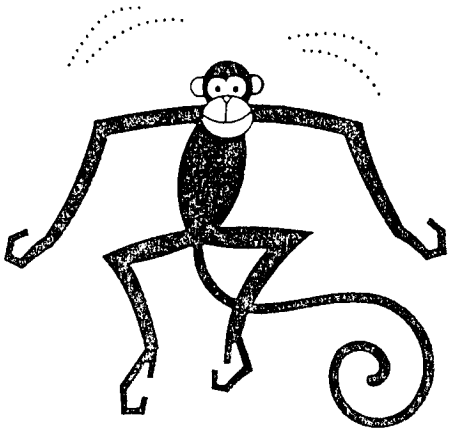
The groom handed the preacher a dollar bill. The pastor then raised the bride's veil, took a look and dug into his own pocket. "Here's fifty cents change."

-*Ozark Mountain Humor*, edited by W.K. McNeil (August Home)

ON A MOSCOW STREET, a resident demonstrates perestroika to a visitor. He has two pails, one empty and the second full of potatoes. He keeps pouring the potatoes from one pail to the other, very satisfied with what he's doing. "But nothing has changed," the visitor objects.

"Ah, yes," agrees the Russian. "But what a noise it creates."

-Hedrick Smith, in New York *Times Magazine*



DID YOU HEAR about the politician who was so concerned about air pollution that he cancelled his next six speeches? Neither did I.

-Tom Besl in Melrose, Wis., *Chronicle*, quoted by Bill Nelson in Milwaukee Journal

JOHN AND JIM entered a marathon. After they'd been running for a while, they were passed by a tall, muscular man. "I know that guy," John said. "He's a construction worker."

A few minutes later, another racer passed them with long, loping strides. "That fellow's a doctor."

Just then, ambulance sirens began to wail in the distance, and a runner sprinted by so quickly that he was just a blur. "Who was *that*?" Jim asked.

"Him?" John answered. "He's a lawyer!"

-Contributed by Joette M. Rozanski

WHILE A MAN was reading the newspaper, his wife asked, "Will you still love me when I'm old and gray?"

"Sure I do," he mumbled.

-Dick Strauss, quoted by Alex Thien in Milwaukee *Sentinel*

THERE'S a new garlic diet around. You don't lose weight, but you look thinner from a distance.

-Red Shea on "The Tommy Hunter Show," TNN, Nashville

A WOMAN walks into a bank and says to the lending officer, "I'd like to talk to you about a loan."

"Great!" the banker replies. "How much can you give us?"

-Joey Adams

THE PATIENT sitting on the examining table told the doctor, "Gee, those oysters I ate don't seem to he agreeing with me."

"Were they fresh?" the physician asked, as he palpated the man's stomach.

"I'm not sure."

"Well, how did they look when you opened the shells?"

"*Opened* the shells?"

-Karl C. Wethe in *Boys' Life*

TO CELEBRATE their silver anniversary, a couple went to Niagara Falls and asked a motel clerk for a room. "We only have the honeymoon suite available," she told them.

"My wife and I've been married 25 years," the man said. "We don't need the honeymoon suite."

"Look, buddy," replied the clerk. "I might rent you Yankee Stadium, but you don't have to play baseball in it!"

-*Parts Pups*

PRA 02510

A Better Job?

Women's Lib is wonderful if you are built for equal employment. Personally, I no longer envy the muscular males of our society with their bulging biceps, muscles rippling beneath a thin, stylish T-shirt, hair blowing in the breeze, a sun-glow bead of moisture on the brow and upper lip.

Sitting in an office overlooking a downtown construction site I envied the freedom of the agile workmen. Sitting for eight hours daily I accomplished nothing more than weekly becoming broader across the beam. No exercise from the shoulders down or the neck up. Copy, copy, copy. "Want to think for myself," I told my dumb self, "This is a free country, I don't HAVE to work at this job. I quit." The next morning found me in blue jeans and a Mickey Mouse T-shirt, happily applying for a dream job at the construction site. Imagine working with this gorgeous group of he-men. Of course, the boss hired me. Issued me a hard hat and a pair of fuzzy gloves made to fit Wilt Chamberlain, and told me to see the foreman on the fifth floor. "Take the elevator on the North side," he said. This is a job that begins at the top, I thought. Three trips around the skeletal building revealed no elevator. Asked a workman who pointed to a cage-like contraption banging against the framework. The floor was a piece of plywood enclosed by only a single one- by-three board on three sides. I am not afraid of heights, what the heck. With ample intestinal fortitude I entered the cage. By the time I reached the fourth floor the cage was painted with my breakfast and fingerprints permanently embedded the rail. "Come on, girl, you can do anything the guys can do," I told myself. At the fifth floor I pasted a smile on my green face and stepped out onto a 2x12 plank surrounded by nothing but thin air, seeing, only a tessellated view below. The Foreman asked my name just as a strong gust of wind nearly blew me of the plank. "Mercy," said I. "Well, Mercy, take this bucket of nuts and bolts to the fellow over in the corner bolting the beam up." I couldn't even lift it!! I filled my pockets to make the bucket lighter Wouldn't budge, so I took pocketsful across that shaky, bouncing plank. The giant in the corner yelled, "Come on, Kid, get the lead out." The audacity! I am a full grown woman. All five feet of me. It only took me five minutes to get across. "Alright, Squirt, you start some bolts while I get the blankety- blank bucket," he said. No problem. As I leaned over to pick up a bolt my hard hat fell off, caught a wind current and sailed into the next block. The bolt dropped five stories and landed on the Boss's hat, as I grabbed the beam in a stranglehold, as if glued to it. "Get that fool on the ground before she kills herself, or worse, one of us," the Boss shouted. I was carried off by a hairy, shirtless gorilla. As I exited the elevator the Boss asked if I knew how to use a hammer. "Of course," I replied, "anybody can do that." He had me put on an apron filled with nails which equalled my weight and handed me the biggest hammer ever made. I tapped the first nail into a piece of wood intended for a door frame. It was a bit crooked but no one would ever notice. After all, they fill everything up with paint, don't they? A carpenter showed me how to swing a hammer by holding it way out on the end. O.K. The next swing mashed my finger, broke my blisters and just ruined my manicure. So much for that job. Going across the street to a newly completed building I asked the painting contractor if he could use some help. "I've had experience painting," I bragged. I had painted my bedroom once and my living room twice. "Brush, roll or spray," he asked. "Yes," I replied, not understanding. He placed a spray gun in my hand. It was attached to fifty feet of hose leading to a machine with a plastic tube going into a five gallon bucket. Pulled the trigger. Nothing happened. "Must be something wrong with the machine," I thought. Oh, well, I had fixed my toaster once and this didn't seem too different. Fiddling with every button and knob, finally pressure came into the line. When the trig-

PRA 02511

ger was pulled two gallons of paint sprayed on one spot and gushed down the wall, forming a slippery, white puddle on the floor. Scooping it up with my bare hands, it was returned to the bucket, minus about three quarts which gave my clothing a designer look. Again pulling the trigger of the spray gun, I found that it must move rapidly to prevent another dilemma. Good job, if I say so myself. Only a few runs on the wall. Lunch time. Put the gun on the floor, turned off the machine and took a half-hour break. Scraped paint from my face so my mouth could open. Fingers were glued together with paint. Hair permanently white. Boy, was I tired. Aching muscles that I didn't even know I had. Finished my sandwich just as the boss came screaming, something about ruining an expensive spray gun, dried out. Fired!! Wonder if they need help at Treasure Island?? They train you for the jobs.

Donated by Carol Evans

Last year, somewhere on the leaves of a forgotten sugar-cane plant, a bit of sunlight ended its eight- minute dash to earth. Somehow, the plant turned that sunlight into sugar. Somehow that sugar got into my morning coffee. I sipped last year's sunshine at breakfast. Now it starts to feed these old muscles. It's dark now, and I start for home on my bicycle. The muscled sunlight suddenly becomes pedalpower, then chain-pull, wheel-spin,generator-whine, filament-heat, and finally—from the headlamp—light again!!

Date collected from filing of Docket No. E002/CN-91-19 filed June 1991, the World Book Encyclopedia and Reader's Digest. Opinions are that of the editor.

Promotions!

Donnelinger, Paul J.	Pit Manager
Gilbertson, Jamie	Floor Person
Stayberg, Daniel C.	Floor Person
Polewczynski, Todd	Floor Person
Owen, Clifford W.	Floor Person
Hertling, Daniel F	Count Supervisor
White, Sandra S.	Cage Supervisor
Delahousaye, Darrell	Sr. Floor Person
Bray, John J.	Sr. Floor Person
Rowan, Sandy J.	Pit Manager
Mountain, Michelle L.	Floor Person
Haas, Sandy L.	Sr. Pit Manager
Gores, Carol A.	Lead Cage Cashier
Brabec, Sean	Sr. Floor Person
Pflueger, Sigrid G.	Maintenance Sup.
Mills, Thomas E.	Floor Person
Strand, Clarice M.	Lead Cage Cashier
Doose, Tim D.	Cage Asst. Spv.
Martin, James A.	Cage Asst. Spv.
Leraaen, Barbara	Rest. Shift Leader
Johnson, Coral L.	Rest. Bartender
Huth, Linda P.	Lead Cage Cashier
Cochran, Mary A.	Floor Person
Baier, Sheila A.	Rest. Shift Leader
Niebeling, Gerry J.	Lead Gift Shop
Safe, Barbara J.	Lead Cage Cashier
Ryan, Shawn P.	Floor Person
Goodman, Mary C.	Asst. Lead Cashier
Schreifels, Hans H.	Video Attendant
Groat, Scott A.	Floor Person
Flaherty, Richard L.	Floor Person
Lentz, Judith M.	Floor Person
Finstuen, Steve D.	Floor Person
Jay, Daniel J.	Floor Person
Omundson, Jason S.	Video Attendant
Weeks, Peter, D.	Paymaster
Knudtson, Carrianne L.	Rest. Cashier
Harshman, Pam B.	Rest. Shift Leader

The instincts of action are the favorite haunts of happiness. To move, to creep, to stand, to walk, to run, to climb, to swim, at last to fly: what strange delight there is in these natural expressions of our powers! To be made whole one must stretch his legs and make friends with the sun. Are you broken-hearted? Go out for a four-mile tramp alone, and the spirits of the sky and the earth will heal you. Legs were made for walking.

PRA 02512

September Birthdays

1 Resong, Kimberly
1 Bartell, Jessica
1 Flom, Chris
1 Escobar, James
1 Redding, Stacy
2 Lindemoen, Janet
2 Orr, Maurice
2 Lutscher, Aaron
2 Rice, Robert
3 Donnelinger, Paul
4 Orsini, Shannon
4 Fox, Daniel
4 Driscoll, Amy
5 White, Arthur
6 Deppe, Denice
6 Ford, Vicki
6 Crossley, Andrea
7 Tyo, Scott
7 Smith, Ryan
7 Walm, Ronald
7 Coffey, Carey
8 Truman, Rachel
8 Wortman, David
8 Heit, Bernard
8 Huppert, Benjamin
9 Taylor, Lynn
9 Portz, Dennis
9 Marquardt, Catherine
11 Woodard, James
11 Doffing, Lori
11 Nelson, Lyle
12 Gruttadauria, Martin
14 White, Debra
14 Scanlon, Keith
14 Brown, Donald
14 Baringer, Duane
15 Costello, Julie
15 Coffin, Darrell
16 Veek, Susan
16 Reinhardy, Ronald
17 Sterling, Tracy
17 Nelson, Bonita
17 Surratt, William
17 Bohn, Juanita
18 Grady, James
18 Rowley, Mathew
19 Grunewald, Phil
19 Wichman, Aaron
19 Rogge, Timothy
20 Daleiden, Joyce
20 Densley, George
21 Mollick, Gary
21 Gustafson, Steven
21 Coleman, Richard
21 Williams, Tony
21 Zembo, Sylvia
21 O'Brien, Shawn
22 White, Shirley
22 Christensen, Daniel
22 Gath, Lloyd
22 Bodelson, Sharon
23 Burns, Charolette
23 Bleyle, Nicholas
23 Brown, Katherine
23 Nehring, Cynthia
24 Radel, Josette
24 Wright, Kevin
24 Bickel, Diane
25 Gustafson, David
25 Walzchak, Scott
25 Powers, LuAnn
26 Turvold, Jennifer
26 Taylor, Kelly
26 Vierling, Lisa
27 Jarrard, Nancy
27 Denzer, Kimberly
28 Alsides, Peter
28 Piel, Allan
28 Violet, John
30 Gunter, Wanda
30 Cordes, Anthony

Happy Birthday to You!!!!

New Hires Since Last Newsletter

Gibart, Steven	Vault
Warren, Barry	Restaurant
Dimmen, Christina	Restaurant
Ferris, Rhonda	Casino
Haslip, Darrell	Casino
Lee, Chong	Casino
Caron, Sharon	Restaurant
Bigaouette, Annette	Casino
Bales, Debra	Casino
McDonough, Paul	Casino
Canada, John	Maintenance
Heit, Bernard	Casino
DeAngelis, Richard	Casino
Bucey, LaVondia	Casino
Weberg, Angela	Casino
Olson, Patricia	Restaurant
O'Brien, Shawn	Casino
Meier, Amber	Casino
Palmer, John	Casino
Wortman, David	Casino
Nelson, Douglas	Casino

PRA 02513

Linder, Joannie	Restaurant
Krogseng, Daniel	Casino
Hofmann, Peter	Casino
Washburn, Edward	Casino
Bodelson, Sharon	Casino
Clemings, Robert	Casino
Lonson, Richard	Casino
Stevens, Kristin	Casino
Kochevar, Paul	Casino
Bushnell, Keith	Porter
Chase, Bobby	Casino
Stewart, Mark	Casino
Seleski, Veronica	Maintenance
Kimmel, Kent	Casino
Bray, Chris	Casino
Childs, Alan	Casino
Gaughan, Tim	Casino
Butenhoff, John	Casino
Whitson, John	Security
Berg, Jeanne	Restaurant
Gibbs, Dennis	Porter
Varnado, Bobby	Porter
Jacques, Jean	Porter
Gordon, Zana	Casino
Dale, Eric	Casino
Eckhoff, Betty Jo	Porter
Christianson, Teresa	Casino
Deden, Jeanne	Casino
Oldenkamp, Mark	Casino
Cook, Lindie	Admin.
Podgorski, Thomas	Casino
Huppert, Benjamin	Casino
Yule, Susan	Security
McCann, April	Restaurant
Monson, Gary	Casino
Schissler, Gerald	Casino
Riga, Christopher	Casino
Duden, Gene	Security
Dyer-Bennet, Barbara	Casino
Barnes, Douglas	Casino
Robinson, Nina	Casino
LaBlanc, Rebecca	Casino
Tepley, Christopher	Casino
LaPorte, Roger	Casino
Kramer, Todd	Casino
Monson, Mary	Casino
Schlichting, Robert	Security
Metcalf, Rhonda	Maintenance
Taylor, JoAnn	Casino
Huppert, Chad	Casino
Senogles, Antonie	Casino
Patnode, Shawn	Casino
Tolvay, Steve	Casino
LaForge, Shayne	Casino
Hancock, Michael	Casino
Vilmo, Ronald	Casino
Franklin, Todd	Maint.
Christianson, Todd	Security
Weichel, Clifford	Casino
Allhiser, Larry	Casino
Rother, Judy	Security
Hogan, Rhonda	Maintenance
Packman, Jay	Casino
Norton, Lowell	Casino
Snyder, Bryan	Casino
Augustine, Matthew	Casino
Rice, Adam	Casino
Okerlund, Dorothyia	Casino
Kirtz, Brian	Casino
Wong, Larissa	Casino
Ahern, Richard	Casino
Hines, Elaine	Vault
Miller, Mark	Casino
Femanl, William	Casino
Luikens, Richard	Casino
Brabec, Chad	Casino
Friese, Rani	Restaurant
Murphy, Yvette	Restaurant
Owen, Edward	Casino
Kohler, Joseph	Casino
Davis, Scott	Casino
Wyatt, Jon	Casino
Erickson, Daniel	Security
Huffman, Jeffrey	Security
Beck, Michelle	Casino
Huffman, Kenneth	Casino

Total New Hires For the Month 112
Welcome and Congratulations!

A person at work on his true vocation becomes creative and passionate. A professional whose work comes out of his very soul should almost have to pay instead of being paid for doing that which fills his life with light.

Doing things out of obligation, no matter how much effort you put into it, will always be like dragging a ball and chain. Because of this, every man should struggle to love what he does when he cannot do what he loves.

Former Houston Oilers coach Bum Phillips on why his team had a poor first half: "It was a time mix-up. We started at nine o'clock and the kickoff was at eight."

PRA 02514

When the GREAT SPIRIT created the Universe

He placed his hand on the whole thing ... so everything is spiritual. He never told us to separate anything ... but to look upon everything that he has made us as holy and sacred and act accordingly with respect.

Whatever you take from MOTHER EARTH replace it ... because ... nothing is for nothing.

OBK

Treasure Island
C•A•S•I•N•O B•I•N•G•O

EMPLOYEE Newsletter!

Issue No. 7 October, 1991

NEWS FLASH

Recreation is Participation

The Fun Day team needs two employees from each department to attend a meeting after each Fun Day.

These meetings determine what will be done, when and how. So we need your input. The two people from each department should have a pretty good idea of what their department would like to see happen at future Fun Days. If they are on the average happy with the way things are going, that's okay too. Compliments are accepted and appreciated.

Recreation is a big part of being healthy employees. Your employers are striving to meet all the needs that their employees might have. I repeat, we need your par ould be answered as Lack of participation will either l o do so. Each of you sions to a very few people or it may tant and have much end of your Fun Day activities.

Gwen Frazier
Wins
Hot Dog
on Employee Day

Dona Wright or call her at ext. 504.

This newsletter would also appreciate your input. Submit anything you would like to see in print (within reason!) to Dona Wright by the 25th of each month for it to be published the following month.

Valentine - Treasure Island Exhibit ____

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

From The Editor...

Health related issues seem to have cropped up consistently this past month. Due to that, it seemed logical to devote most of our newsletter to that issue.

After seeing the medical department due to illness or injury please see Nancy Basant in the Personnel Office. She, or Cherie Haglund can tell you how much sick time you have accrued, if you need to use it. For loss of time benefits I refer to what I received when I enrolled with IAC.

The covered employee is eligible to receive loss of time payments when he or she has completed a 180 day waiting period from the date of hire, is covered by this Plan, is off work because of an illness or injury which is not work related and meets the following qualifications. He or she is sufficiently disabled to prevent the performance of his or her usual occupational duties, and he or she is continuously under the regular care of a physician, and he or she is not receiving other income from his or her employer (such as sick pay or vacation pay) and this benefit is not available for illness or injury which is covered by a Worker's Compensation or Occupational Disease Law, is due to injury arising out of or in the course of any employment for wages or profit, or results from participation in a felony.

For illness, starting on the eighth day of illness and continuing for up to 26 weeks you may receive 66 2/3 of weekly earnings to a maximum of $250 per week.

Accidental injury starting on the first day if absent due to injury and continuing for up to 26 weeks. 66 2/3 of weekly earnings to a maximum of $250 per week.

A period of disability begins on the date of the covered employee's first physician visit for the illness or injury which caused the disability. If the covered enployee was unable to work due to the illness prior to the first physician visit, that disability begins on the date the physician determines the covered employee

Continued on Page 3.

Getting Control

An important discovery has begun percolating through society. It offers hope of solving a major problem. It's a rediscovery, really, of something we used to know. Unlikely as it seems, we are relearning what our grandmothers called "character."

In Granny's day, before addictions, obsessions and compulsions were defined as diseases, it was assumed that people could keep themselves in check through will power.

Tradition views problem behaviors as symptoms of an underlying unconscious conflict. Using will power to lick habits experience such positive side effects as increased pride and self-respect.

Millions of people have freed themselves from a highly addictive drug, nicotine, by simply deciding to stop. In much the same way, those truly committed to changing their lives, can. We are the masters of what we do. What a powerful concept. Let's hope it is catching.

A person's answer to the question "Is your health excellent, good, fair or poor?" is a remarkable predictor of who will live or die over the next four years, according to new findings.

A study of more than 2800 men and women 65 and older found that those who rate their health "poor" are four to five times more likely to die in the next four years than those who rate their health "excellent". This was the case even if examinations show the respondents to be in comparable health.

There are several ways in which a person's feelings may be a good indicator of his or her underlying health. Experts believe people take into account not only their own susceptibility to illness, exhaustion level and mood, but such things as their parents' and siblings' health histories- all of which may greatly influence who becomes ill. Being optimistic may also have its own positive effect.

PRA 02493

Continued from Page 2.

was first unable to work, by only up to three days prior to the first physician visit.

Weekly disability benefits are payable for totally disabling pregnancies on the same basis as for totally disabling illnesses.

For this coverage, a continuous period of disabling includes all periods of disability due to the same or related cause or causes, separated by less than two weeks of continuous, full time, active work.

If the covered employee returns to continuous, full time active work for a period of at least two weeks any subsequent disability will be considered a new disability regardless of its cause or causes. There will be no reductions or restrictions on weekly indemnity benefits as a result of age. Disability does not require you to be house confined, however, you must be under the care of a physician.

PLEASE NOTE: This is one of the newest, best plans I've ever seen. I've been in group health plans for twenty years. This is the first time I've seen coverage for preventive health. This plan covers $500 per calendar year for physical examinations, preventive X-rays and lab expenses (including mammograms and pap smears), preventive eye and ear exams, immunizations and well baby care.

SO GO GET A PHYSICAL THIS YEAR. PERHAPS WE CAN SAVE MONEY AND TAKE BETTER CARE OF OURSELVES BY UTILIZING THIS EARLY WARNING SYSTEM.

Our employers did an excellent job picking this insurance plan. THANKS TO THE TRIBAL COUNCIL.

Healthy Self-Esteem

Self-confidence is what allows your self-esteem to move freely. Influenced by your experiences it provides you with the foundation to survive adversity as well as to enjoy success and happiness. Self-confidence is the belief in your ability to cope with transition, down times, bad investments, poor decisions, and distress. On the 0-100 scale, it's everything below "0". This foundation for some people is called their spirit. For others, it's the power and belief in Christ or the influence of Buddha. And for others, self-confidence is an intelligence and an inner sense of strength, peace and worth. Regardless, it's a powerful force and one you will want to develop, maintain and appreciate.

A healthy self-esteem allows you to enjoy positive experience as well as to function with and learn from negative experience. It means that in order to become secure, you must learn how to live with insecurities, not get rid of them. Being in control means learning how to function when things get out of control.

A healthy self-esteem is not synonymous with feeling good. It's your willingness to accept and to maximize adversity and negatives.

Everybody needs support. Without support, you can suffer great loneliness, depression and a sense of hopelessness. Some people create walls and isolate behind them, while others use their pain and emptiness to become workaholics. Support is necessary for the development and maintenance of a healthy self-esteem. It can be provided by families, co-workers, friends, pets, the church, support groups, clubs and therapy. If you are in need of support, consider joining organizations that schedule social gatherings (kiwanis, church groups, etc.) You could also seek out common interest groups (racquetball or tennis clubs). If you are really stuck, consider seeing a therapist. If your support system is in good shape, then take good care of it.

PRA 02494

EMT Means Emergency Medical Team

It is the goal of the medical department to present some health related information to the employees of Treasure Island every month via this newsletter. This month we want to tell you a little bit about our department and what we do.

The Medical Department was organized to provide emergency care for the guests and employees of Treasure Island. Our role has since been expanded to include non emergency care as well as all work related injuries and illnesses.

Our department "Opened for Business" on April 29th of this year. During our first six weeks, our office was the Bingo Hall, while the new building was being finished. During that time we often joked that we had the biggest office in the whole casino. In those early weeks we had a staff of two people and we were here days only. Our first week we only saw one patient.

How things have changed since then! We are now located in our new office and workroom on the second floor between the elevator and the break room. We now have a staff of seven people and are on duty 24 hours a day, seven days a week. Our work load has jumped from that one patient the first week to over four hundred patients a week now.

Even with this dramatic increase in our work load, we still find time to deal with everyone's health care needs. FEEL FREE TO STOP BY our office or call us at Ext. 523. We will be happy to help you with your health care needs.

We would like to invite each of you to stop in and have your blood pressure checked. Everyone, even you "Young Ones" should have your blood pressure checked from time to time. Many times knowing your "normal" blood pressure is helpful in making a diagnosis when you're not feeling well. Just stop in and we will check it for you and give you a record of your blood pressure and pulse to carry with you. It is all done electronically. It is quick and PAINLESS!!! So stop in soon. We are looking forward to being able to use this newsletter each month as a tool to improve the health of the Treasure Island Employees. If you have any health related concerns you would like to see discussed in this column, please let us know. We want to help you enjoy good health for a long life.

We need to say a few words about work related injuries. ALL work related injuries and illnesses must be reported to your supervisor and to the medical department. If you need to see a Doctor for care of your injury, you will need an authorization for care from our department. Without this authorization your claim may be denied. It is also important to report minor injuries. We will see that these injuries get the proper care. We will look at how the accident happened and try to prevent future accidents of the same kind from happening again.

THANKS, BURNETTE, FOR ALL THAT GOOD INFORMATION!!!!!

Man to friend: "I figured out why inflation is still here. Everybody's earning money five days a week, but the government is spending it seven days a week."

Woman to friend: "We're still working out the wedding arrangements. I want one and he doesn't."

At the office: "She used to be a gossip. Now she's an information specialist."

PRA 02495

Most of us can read the hand writing on the wall; we just assume it's addressed to somebody else.

Summer is that time of year when thousands of otherwise normal citizens are overcome with the urge to rush out to the great forests and mountains of America and get themselves lost.

Principles to Consider for Better Health and Better Living

HEREDITY - This is what you are given from your parents, grandparents, and even great grandparents. If your mother or father had heart trouble, or any organ of their body did not work the way it was intended, then you know you may have a weakness toward that organ. We know if there is a history of disease in the family you should take extra care of your health regarding that disease. Heredity is something you are born with. However, it is what you do and how you live with that that will determine your health.

DIET - It has been said, "you are what you eat." While heredity does play a large role in everyone's health, it is not the only factor. A diet with good old common sense is essential! By eating natural food you will strengthen the organs of your body. You will have pep, vigor and be full of life. What does a proper good old common sense diet mean? A diet chuck full of natural God-given food. We can always remind ourselves, that what man makes he makes for a profit (money); what God makes He makes with love, for man's good. Eat abundantly of herbs, raw or gently cooked vegetables, fruits of all kinds and raw nuts. By eating the natural foods we strengthen the entire body, giving nourishment to a weak organ, helping eliminate waste matter from the body, and most importantly, cleanse and purify the blood. Eat natural foods as often as possible.

WILL - Your mental state of mind. How much do we want to be well, free of disease, discomfort and pain. You and you alone can improve the heredity factor. Eat the proper food with good old common sense. Keep the body clean; exercise each day. Your good health is a life long commitment of your will, your attitude, and your thinking.

EXERCISE- Exercise means staying active. Look to each day as a day of activity. To be able to work is a blessing. Try each day to take a good long walk. Do not be afraid to use your body the way it was intended. Exercise so that you breathe deeply. Oxygen is very important to your body's needs. Do not let a day go by without exercise.

PRA 02496

Public Health Service
Goodhue/Wabasha Counties

Goodhue County Office
419 Bush Street
Red Wing, MN 55066
612/388-0433

Wabasha County Office
107 East 3rd Street
Wabasha, MN 55981
612/565-3334

September 9, 1991

Family Health Service
Maternal Child Health Promotion
Early and Periodic Screening
Pre School Screening
School Health
Women, Infants & Children Nutrition
Family Planning

Home Health Service
Home Nursing
Home Health Aide
Homemaker
Pre-admission Screening
Respite

Health Promotion
Community Health Education
Adult Health Maintenance
Dental Health
Jail & Group Home Consultation

Disease/Prevention/Control Service
Immunizations
AIDS

Health Protection
Environmental
Emergency Medical

Mr. Dale Childs
Treasure Island Casino
Prairie Island
5750 Sturgeon Lake Road
Welch, MN 55089

Dear Mr. Childs:

I would like to introduce you to a new free service available to your organization through your local public health agency, the Public Health Service of Goodhue and Wabasha Counties. We will send you periodic Service Announcements from our agency, like the attached, which you can distribute to your employees via payroll checks, newsletters, or any other means you have available. It is our hope to impact the "working population's" awareness of preventive health measures to enhance the quality of life for themselves and their families.

If you have any suggestions or questions, please call me at (612) 388-0433. If these announcements should be sent to the attention of another individual, please contact me at your convenience.

Sincerely,

Jane Dietzman

Jane Dietzman, Nursing Director
Public Health Service
Goodhue County

klo

Attachments

PRA 02497

A Service Announcement from:

HIDDEN MESSAGES

Take some time to think about the chemical use-abuse messages we are sending to our children by the things we say and do as adults. Following are some thought-provoking questions with hidden messages. You are your children's teacher--are these the lessons you want to teach?

* Candy cigarettes: Should children be pretending to smoke?

* What do your children think when they see adults smoking?

* Gum in a snuff container--Is the image of a snuff container in your child's pocket making him/her feel more like an adult?

* How do we give medication to our children? Do we tell them it will make them "feel good"?

* Do your children see adults using illegal drugs?

* Kiddie Cocktails: Do these make your child feel like an adult, having a drink?

* Do we ask our children to get us a beer out of the refrigerator? To mix a drink? Do we let them have a sip?

* Do your children see "drunk" adults?

*** IS THE KEY TO PREVENTION A CHANGE IN OUR OWN BEHAVIOR?*

For additional information, contact:

Jane Dietzman
Public Health Service
Goodhue County Office
419 Bush Street
Red Wing, MN 55066-2500
612/388-0433

Judy Barton
Public Health Service
Wabasha County Office
107 East 3rd Street
Wabasha, MN 55981-1493
612/565-3334

PRA 02498

A Service Announcement from: PHS Public Health Service Goodhue/Wabasha Counties

CHOLESTEROL - FAT

What is Cholesterol and Where is it Found?

Cholesterol is a fat-like substance found naturally in the blood. Some of this cholesterol comes from the animal foods we eat (like milk, cheese, eggs, and meat), but most is made by the liver. Generally, the higher the level of cholesterol in the blood, the more likely a person is to get heart disease or suffer from a heart attack.

The American Heart Association recommends that we lower blood cholesterol levels to below 200 mg/dL.

How Does Fat Affect Cholesterol?

In addition to cholesterol in the diet, the amount and type of fat eaten are also concerns. Food labels don't tell you what percentage of fat is in a food item, but you can easily figure it out for yourself. Fat is listed in grams (28 grams = 1 ounce) on a food label, and 1 gram of fat equals 9 calories. Health professionals recommend that total fat account for no more than 30 percent of total calories.

Use this formula to find percentage of calories from fat:

$$\frac{\text{grams of fat per serving} \times 9}{\text{total calories per serving}} = \%\text{ of fat}$$

recycled paper

PRA 02499

Saturated (hard or solid) fats are found in foods from animals, like butter, beef, pork, eggs, whole milk and whole-milk cheeses. This type of fat tends to raise blood cholesterol levels. Hydrogenated (hardened) oils, found in vegetable shortenings, are also high in saturated fats.

Unsaturated (liquid) fats are found in vegetable oils, like corn, sunflower, and cannola oil. Eating this type of fat instead of animal fat can lower blood cholesterol levels.

To Reduce the Amount of Fat and Cholesterol in Your Diet, Try:

Choosing lean cuts of beef, pork, and lamb, and eating more fish, turkey, and chicken (without the skin). Buy ground meat with less fat and trim the visible fat from meat. Skim the fat from soups and stews before serving.

Substituting lowfat dairy products (like skim or lowfat milk, lowfat cheeses, and yogurt) for foods made with whole milk and cream (like ice cream, and whole milk cheeses). Use margarine instead of butter; ice-milk or frozen yogurt instead of ice cream.

Choosing healthier methods of food preparation. Try broiling, baking, roasting, and braising, meats rather than frying. Don't add extra fat (especially butter). If you do fry, use small amounts of a liquid vegetable oil instead of lard, butter or shortening.

Eating more fruit for dessert instead of rich desserts and pastries.

For additional information, contact:

Jane Dietzman
Public Health Service
Goodhue County Office
419 Bush Street
Red Wing, MN 55066-2500
612/388-0433

Judy Barton
Public Health Service
Wabasha County Office
107 East 3rd Street
Wabasha, MN 55981-1493
612/565-3334

PRA 02500

Promotions!

Thibault, Frank	Casino
Lindquist, Romona	Restaurant
Kalin, Pamela	Bingo
Surratt, Brian	Casino
Staunton, Lisa	Casino
Wuetrich, Alan	Casino
McKiernan, Laurence	Casino
Bray, John J.	Casino
Blossey, James Jr.	Casino
Labarre, Dave	Casino
Mills, Thomas	Casino
Bignell, Janet	Restaurant
Sherman, Wayne Jr.	Casino
Kendall, Scott	Casino
Hodsdon, Jean	Casino
Walm, Ronald	O.C.Manager
Clark, Lindy	Casino
Huglen, Tonya	Casino
Longsdorf, Michael	Bingo
Dressen, Burnette	Med.Manager
Sloan, Paul	Casino
Doffing, Lori	Bingo
Smith, Michelle	Casino
Boe, Dora	Bingo
Conway, Michael	Medical
Becker, Brad	Casino
Youren, Nancy	Marketing
Broers, Ruth	Casino
Wahlstrom, Charles	Restaurant
Bleyle, Ronald	Casino
Elmore, Marn	Casino
Johnson, Tom	Restaurant
Haglund, Norma	Casino
Riga, Christopher	Casino
Reyes, Edgar	Casino

Congratulations!

October Birthdays

1	Foster, Jodi
1	Oelkers, Patricia
1	Ahern, Richard Jr.
2	Stein, Arden
2	Arntson, Stephen
2	Podgorski, Thomas
3	Langenfeld, Kenneth
3	Wiltermuth, Dawn
3	Hillier, Dan
3	Krogseng, Daniel
4	Sabby, Roger
4	Telander, Sven
4	Polewczynski, Todd
4	Flom, Michele
4	Hanson, Todd
5	Arden, George
5	Blank, Mary
5	Gilbertson, Jody
5	Dale, Eric
5	Nygaard, Kevin
6	Jellum, Denise
6	Gibart, Steven
6	Mapes, Jerry
8	Duncan, Ethel
8	Kandt, Eugene
8	Propst, Rosemarie
8	Strusz, Cynthia
8	Draper, Cynthia
9	Woodard, Carol
9	Moffat, Alan
9	Jones, Scott
10	Clover, Margaret Ann
10	Soby, Duke
10	Purcell, Michael
10	Hamilton, Cyndi
11	Mills, Thomas
11	Field, Stacey
11	Baier, Sheila
12	Preble, Judy
12	Fierke, Bradley
12	Jennings, Tony
13	Podgorski, George
13	Chan, Theodore
14	Dummer, Eugene
14	Thibault, Frank
14	Morgan, Mary
14	Cook, Lindie
15	DeAngelis, Richard
15	Kirchner, Dennis
16	Christianson, Gerald
16	Davis, Angela
16	Morales, Robert
18	Veith, John
18	Snyder, Bryan
19	Sully, Janice
19	Sumter, James
20	Bach, Douglas
20	Ellsworth, Laurie
20	Lonson, Richard
21	Smith, Michelle
21	Collins, Jarrett
22	Getchell, Judy
22	Geister, Christopher
23	Betcher, Dennis
23	Mark, Scott
23	Blodgett, Bruce
23	Chase, Bobby
23	Johnson, Thomas
24	Paulson, Mary
25	Klapak, Jason
25	Mireau, Vivian
25	Wuetrich, Alan
25	McCormick, David

PRA 02501

25	Nordby, Allen
25	Erickson, Kathryn
26	Smith, Dina
26	Longsdorf, Vickie
27	Fortier, Randy
27	Gutting, Steven
27	Davis, Angie
28	Doherty, Tamara
28	Jarchow, Richard
28	Hebert, Robert
29	Pflueger, Paul
29	Clemens, Deborah
29	Leonard, Lenora
29	Glasby, Shelby
29	Albarado, Bruce
29	Washburn, Scott
30	Bach, Ruth
30	Tommerdahl, Lola
31	Sully, Rex
31	Denn, Kathleen
31	Wilhelm, Rebekah
31	Mueller, James

New Hires

as of 9-17-91

Allen, Charlotte	Restaurant
Auger, Guy	Security
Bendickson, Ross	Medical
Berktold, David	Casino
Blodgett, Joseph	Casino
Blooflat, Eileen	Restaurant
Braman, Hubert Jr.	Casino
Chan, Theodore	Security
Christianson, Pamela	Bingo
Christmas, Ronald	Casino
Davis, Jill	Casino
Denn, Kirt	Casino
Dexter, Nathan	Casino
Draper, Cynthia	Casino
Elingson, Roland	Security
Erickson, Kathryn	Restaurant
Franks, Dewayne	Surveillance
Furlong, Kathleen	Casino
Gallo, Ronald	Security
Gould, Magdalene	Casino
Hamilton, Cyndi	Casino
Hanauer, Tom	Casino
Hanson, Patricia	Restaurant
Hanson, Todd	Security
Harrington, Pam	Casino
Harrington, Willis	Casino
Hartman, Nancy	Casino
Hauschildt, Iva	Restaurant
Hicks, Daniel	Security
Hollihan, Ronald	Casino
Holst, Richard	Casino
Holt, Karen	Casino
Hornbeck, Nancy	Casino
Johnson, Terry	Bingo
Johnson, Jr., William	Casino
Kirchner, Dennis	Maintenance
Kish, Diane	Casino
Kline, Alfred	Casino
Kosnopfal, Randy	Casino
Kujak, Lara	Casino
Lanoue, Andre	Casino
Leatherman, David	Casino
Levers, Chelsa	Casino
Lewis, George	Casino
Lietzau, Louis	Restaurant
Lindquist, Danny	Porter
Madden, Steven	Casino
Mapes, Jerry	Security
Marcus, Bill	Porter
Maxwell, Mark	Casino
McCarthy, John	Casino
McCrae, Karen	Casino
Miller, Sharon	Restaurant
Mingus, Steve	Casino
Moyer, Tammy	Restaurant
Murray, Jamie	Casino
Mussehl, Rocco	Casino
Nelson, Todd	Casino
Nolan, Michael	Casino
Nygaard, Kevin	Security
Olsen, Patricia	Casino
Olson, Elaine	Casino
Ortwerth, Heidi	Casino
Peterson, Byron	Casino
Peterson, Diane	Casino
Post, Harvey	Casino
Reyes, Edgar	Casino
Russell, Darlene	Bingo
Ryan, Barbara	Casino
Ryan, Margaret	Casino
Sanford, Ann	Restaurant
Schlosser, Karen	Casino
Schoonmaker, Theodore	Casino
Sindt, Christopher	Casino
Solomon, Bradley	Restaurant
Steele, Gina	Casino
Tlougan, Duane	Restaurant
Vandeberg, Judy	Restaurant
Weaver, Shyla	Casino
Weberg, Lisa	Casino
Wettern, Tim	Casino
Wiberg, Jay	Restaurant
Wiberg, Wade	Restaurant
Wittenberg, Brett	Restaurant

PRA 02502

A Class Act

In the hospitality business, slip-ups are bound to happen. The problem is often a no fault situation...a set of circumstances that may put a guest into a justifiable towering rage. These things happen. It comes with the territory.

But that should not be the end of that. Something must be done to not only recover from the slip-up but to resolve the problem in such a way as to win the guest for life.

How do we do that? First we see the problem through the eyes of the enraged guest. To resolve the problem we then bend our own rules to serve their immediate demand, and we do all this with as much grace and expediency as we can muster. If we can do all that we've not only won the guest over, we've probably made a friend, as well.

PRA 02503

Treasure Island
C•A•S•I•N•O B•I•N•G•O

EMPLOYEE Newsletter!

Issue No. 8 November, 1991

NEWS FLASH

Bingo Winners!!

Our Employee Fun Days are great for those that are participating. Just ask Sandy Molitor and Jim Friermuth. Both lucky winners playing bingo on October 14th Fun Day. The sign in sheet at the south door entrance, where we are all supposed to sign in for employee day jumped from 242 on September 23 to 305 on October 14th. That's good but we can do better. Please be sure you sign out/punch out and return through the south door and sign in. This log is what will determine whether our Fun Day will continue.

It is very important that each employee realize that we are employees. Let's make the most of it and participate the money we spend and are able to track a fund, an employee fund. From the October Fun Day we netted $1,449.25. This was due to prepaid bingo packages and bingo playing. We haven't yet figured out a way to track our gaming on slots so we cannot count on that to go into our fund. Out of that fund 10% goes to local charitable organizations. The committee voted to have 5% go to a Red Wing charity and 5% to go to a Hastings charity.

We have been able to help two of our employees that have had a disaster of some type in their family. There's no limit to what you can do with your fund if you participate. So our benevolence committee is a committee within the Fun Day committee and they are doing a great job! If you know of any catastrophe that has happened to any of our fellow workers please let someone on the committee know about it. We must work together and keep the lines of communication open as we are nearly 1,000 in number now. On the following pages you will find all the facts and tidbits of information about your special days here at Treasure Island. These Fun Days happen to show appreciation to you as N!!!!!

Dona Wright, Editor

Valentine - Treasure Island Exhibit ____

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157081

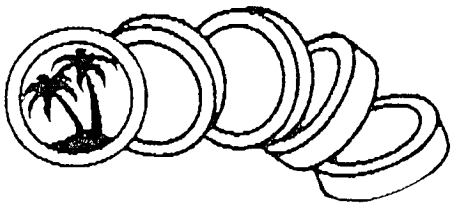
Facts about Employee Fun Day

We thank the Tribal Council for it.
It is governed by a committee.
Two people from each department.
Money raised comes from pull tabs and bingo sales.
Fun Day is presently on a trial basis.
It's up to each of us to participate.
Bingo prize money is determined by the prepaid sales.
You may buy a package right up til playing time.
You may buy prepaid packages for guests.
Pull tabs are sold in bingo hall.
We need volunteers to work bingo.
Bingo sales office next to the concession in bingo hall.

The Federal Emergency Management Agency has made plans for the evacuation of Washington, D.C., in the event of nuclear attack. If a warning comes with time to act, those with odd-numbered license plates are to defy human nature and wait for those with even-numbered plates to leave town first. That's what I call faith.

Following the path of least resistance makes both rivers and people crooked.

A friend of ours was telling us that she always felt secure in her apartment complex because the security guard lived next door. However, one day she called the guard to report that a chair had been stolen from her patio. "Thanks for telling me," he replied. "I'll bring my furniture in right away."



Hopes for Employee Fun Day

Enough participation to continue
Enough participation to continue
Enough participation to continue
Enough participation to continue
Enough participation to continue
Enough participation to continue
Enough participation to continue
Enough participation to continue
Enough participation to continue
Enough participation to continue
Enough participation to continue

When I phoned a department store in Paramus, N.J., to get directions from my home, a pleasant voice announced the store name and followed with "Beverly speaking." When I asked my question, she replied, "I'll give you the concierge." I was impressed. They had someone just to answer questions. But the next voice I heard was the first one again. Only this time she said, "Concierge, Beverly speaking

During his presidency, Harry S. Truman wrote the following in a mock memorandum: I have appointed a Secretary of Semantics—a most important post. He is to furnish me with forty and fifty dollar words and tell me how to say yes and no in the same sentence without a contradiction. He is to tell me the combination of words that will put me against inflation in San Francisco and for it in New York. He is to show me how to keep silent and say everything. You can very well see how he can save me an immense amount of worry.

PRA 02477

EMPLOYEES MAY PLAY FROM 6:00AM MONDAY TO 6:00 AM TUESDAY
EMPLOYEES MAY PLAY SLOTS (NO $5 SLOTS, NO PROGRESSIVES, NO BLACKJACK), BINGO AND PULL TABS.
EMPLOYEES MUST PUNCH OUT/SIGN OUT BEFORE PLAYING
EMPLOYEES MUST ENTER THROUGH SOUTH DOOR ENTRANCE
EMPLOYEES MUST SIGN IN AT SOUTH DOOR ENTRANCE
EMPLOYEES MUST MOVE CAR FROM EMPLOYEE LOT TO CUSTOMER LOT NO ID'S OR BADGES ARE TO BE WORN WHILE PLAYING
FUN DAY FOOD SOLD AT CONCESSION IN BINGO HALL ONLY
NO BORROWING OF CASH FROM CUSTOMERS OR EMPLOYEES
IF CUSTOMER WOULD LIKE TO PLAY YOUR MACHINE PLEASE OFFER IT TO THEM, IF NONE OTHER ARE AVAILABLE
ALL HOUSE RULES OF PLAY ARE TO BE FOLLOWED

Please remember that you are representatives of Treasure Island and trust that you will conduct yourselves accordingly.

Employee committee members that are to be excused for one hour (sometimes half hour longer) each Tuesday at 1:00 pm.

Sandy Molitor
Nancy Youren
Nancy Jarrad
Terry Johnson
Angela Hayes
Linda Huth
Ronda Hogan
Rose Cooper
Eugene Schwartz
Kim Denzer
Laura Waldron
Pam Harrington

Co-Chairman - Jerry Niebeling
Co-Chairman - Linda Huth
Treasurer - Angela Hayes
Treasurer - Tammy Doherty
Secretary - Dona Wright

Other members
Tammy Doherty
Judy Whipple
Vivian Mireau
George Densley
Helen Bruha
Dona Wright
Jerry Niebeling
Johnny Johnson
Todd Strusz
Burnette Dressen

EMPLOYEES DAY BINGO SESSION

For the next employees day bingo session we will be having two regular sessions.
FIRST SESSION WILL BEGIN AT 12:00 NOON
SECOND SESSION WILL BEGIN AT 7:30 P.M.
The Bingo Packages will cost $20.00 each.

All bingo packages must be prepaid by the last Saturday before the employees day, and the session you will be playing must be specified. To prepay your packages see Tammy Doherty or Todd Strusz in bingo Dept. You may invite as many guests as you wish. Their packages must also be prepaid and session specified.

Only the employees will be eligible for the drawings.

The money raised from the sale of the packages will determine the pay outs for each session. Any packages sold at the door and all floor sales will go into the employee fund itself.

If you are not interested in playing bingo and would like to work please notify Tammy or Todd as soon as possible.

The employee committee needs two employees from each department to be on the committee please contact your supervisor if you are interested in being on the committee. The meetings will be Tuesdays, at 1:00 P.M. in the Pull Tabs Trailer.

EMPLOYEES DAY BINGO

COST OF PACKAGE	$20.00
PACKAGE CONSISTS OF	12 CARDS ONE STAR GAMES
	3 CARDS TWO STAR SPECIALS
	3 CARDS GIANT JACKPOT
	1 7 PLUS 1
	1 BONANZA

PROGRAM

*	RED	GAME 1	REGULAR OR 4 CORNER
*	GREEN	GAME 2	2 STRAIGHT LINES
*	ORCHID	GAME 3	REGULAR OR 4 CORNER
*	YELLOW	GAME 4	2 STRAIGHT LINES
			TWO STAR SPECIAL NUMBER 1
**	SOLID	GAME 5	DOUBLE BINGO
	RED	GAME 6	CRAZY T
		GAME 7	FULL CARD
*	PINK	GAME 8	REGULAR OR 4 CORNER
*	BLUE	GAME 9	2 STRAIGHT LINES
*	BROWN	GAME 10	REGULAR OR 4 CORNER
*	ORANGE	GAME 11	2 STRAIGHT LINES
**	SOLID **		TWO STAR SPECIAL NUMBER 2
	GREEN	GAME 12	HARDWAY
		GAME 13	CRAZY L
		GAME 14	FULL CARD
*	OLIVE	GAME 15	REGULAR OR 4 CORNER
*	GRAY	GAME 16	2 STRAIGHT LINES

INTERMISSION

EMPLOYEES ONLY
10 DRAWINGS FOR A FREE PACKAGE FOR THE NEXT EMPLOYEES BINGO ON OCTOBER 28.

GAME 17	QUICKIE BLACKOUT
	*** 3 STAR SPECIAL ***
GAME 18	7 PLUS ONE
	GIANT JACKPOT
GAME 19	REGULAR OR 4 CORNER
GAME 20	DOUBLE BINGO
GAME 21	NINE IN ANY CORNER
GAME 22	FULL CARD
	BONANZA
GAME 23	FULL ROUND ROBIN
GAME 24	FULL CARD

FLOOR SALES

CKS	$3.00	3 CARDS EACH GAME
SPECIALS	$1.00	3 CARDS EACH GAME
GIANT JACKPOT	$2.00	3 CARDS EACH GAME
7 PLUS ONE	$1.00	1 CARD EACH GAME
BONANZA	$1.00	1 CARD EACH GAME
QUICKIE BLACKOUT	$1.00	1 CARD EACH GAME

PRA 02479

With the advent of winter drawing ever closer, I've heard a lot about driving to Treasure Island from employees.

I have been given permission from the Tribal Council to publish the following survey and see what you think of the idea.

You will be informed of the results as soon as they are in.

Leave your car at home in its warm garage and ride the bus!!

If this interests you, please be sure to completely fill out the survey below and return it to Dona Wright as soon as possible.

WE'RE WORKING HARD FOR YOU!!

Name _____

Address _____

City _____ Zip Code _____

Home Phone _____

Position at Treasure Island _____

Hours You Work _____

Would you be interested in riding a bus to work? _____

If so, how much would you pay? _____

Would you be willing to leave home earlier to accommodate everyone getting to work on time? _____

If so, how much earlier would you be willing to leave? _____

Would you be willing to walk or drive to a central location and ride the bus? _____

Would you be willing to have the bus fare deducted from your check? _____

The following fares would be fair:

Zone 1 (10 to 15 miles)	$10.00 per week
Zone 2: (15 to 20 miles)	$15.00 per week
Zone 3: (20 to 25 miles)	$20.00 per week
Zone 4: (25 to 30 miles and up)	$25.00 per week

PLEASE FILL THIS OUT AND RETURN TO THE RECEPTION DESK, TO DONA WRIGHT OR TO YOUR SUPERVISOR. GET YOUR ANSWERS TO DONA WRIGHT AS SOON AS POSSIBLE.

THANK YOU

PRA 02480

Treasure Island Bingo & Casino

Birthday List

Mon	Day	Name
11	20	Murphy, Yvette R
11	21	Holt, Julie A
11	21	Blomgren, Rahab R
11	21	Post, Harvey D
11	22	Stock, Ronald E
11	22	Holt, Lisa G
11	22	Huglen, Tonya E
11	22	Gott, Michael T
11	22	Friese, Rani L
11	23	Brown, Michael C
11	23	Schultz, Steven J
11	24	Brokaw, Patricia S
11	24	Baker, Clarence G
11	24	Anderson, Robert C
11	26	Freeman, Kristin J
11	27	Ellingson, Roland D
11	29	Salhus, Bradley K
11	29	Kreig, Christie A
11	29	Halpaus, John R
11	29	Varnado, Bobby R
11	29	Solomon, Bradley E
11	30	Falteisek, Andrew J
11	30	Reasoner, Jane H
11	30	Delahousaye, Darrell P
11	30	Olson, Patricia E
11	30	Murtagh, Dennis P
11	30	Harrington, Pam F

TRADEHOME SHOES represented by Jason Kjos has given us an offer of a discount on shoes if we can assure his company a very quantity (lots of pairs) order. Since this month seems to be survey month, your input to this offer is being requested. The following pages tell you how important your feet are, as if eight hours of standing hasn't already let you know, through an extensive article from Consumer Reports. There's also an average price list on the last page.

WHAT BRAND ARE YOU MOST INTERESTED IN? _____

HOW MUCH OF A DISCOUNT WOULD MAKE YOU BUY FROM TRADEHOME SHOES?

_____

WOULD YOU WANT THIS PURCHASE DEDUCTED FROM YOUR CHECK TO ASSURE THE DISCOUNT? _____

HOW MANY PAIRS OF SHOES WOULD YOU BUY AT THIS ONE SHOT PRICE? _____

Please turn this survey in along with the survey on transportation. Your input is most important.
Thank You, Dona Wright

PRA 02481

THESE SHOES ARE MADE FOR WALKING

Which walking shoes feel best? To find out, we enlisted 340 feet for a two-month trial.

In the past few years, Americans have rediscovered their feet, shifted them into low gear, and adopted an old activity—walking—that goes by several new names: fitness walking, exercise walking, health walking, aerobic walking, and power walking. Some of the new walkers are ex-runners in search of a kinder, gentler way to keep fit. Others simply enjoy a pleasant amble around a mall, through a park, or beside a road. Those who enjoy walking enough to do it twice weekly for exercise now number about 20 million.

In 1979, Rockport, a maker of shoes for casual wear, helped create the walking boom by producing the first shoe pitched specifically to walkers, the *RocSport*. Rockport borrowed materials and concepts from running shoes—to decrease weight and increase shock absorption—but packaged them into a more conventional-looking product. The big athletic-shoe companies sensed an untapped market: Reebok was so enamored of walking that it bought Rockport; Nike began making walking shoes as well.

Fancy footwork

Today, companies make 250 models of walking shoes. Their ads often play up technology, making the shoes sound as complex as NASA's moon boots. Indeed, to design athletic footwear, firms have hired a small army of podiatrists and experts in sports medicine, biomechanics, and a field called locomotion studies. Reebok has a lab with treadmills, stress plates (to gauge impact across soles), and machines that bend and tug shoes. Converse makes plaster casts of athletes' feet to see what secrets they hold for shoe design. Nike wires feet and legs to electronic monitors.

The result is a product like *New Balance* walking shoes, which, ads say, accommodate "metatarsal head splay." (Translation: The front of the shoe is roomy enough for the front of the foot to wiggle or spread out, which it does when you're standing.) You can buy walking shoes with "kinetic wedges," air bladders in the soles, and layers of foam impregnated with "microballoons" of nitrogen. The sole material may be a special plastic with a proprietary marked name—Phylon, Hytrel, or DI-TEX 107, for instance. One *Avia* shoe lists seven patents on a tag attached to the tongue.

An untrained eye is unlikely to appreciate, or even notice, such innovation, especially since much of it is hidden within the sole. Therefore, ads typically include an elaborate architectural rendering of the half-dozen layers built into the shoe. (The box on page 89 covers walking-shoe features.)

To cut through the gobbledegook, we decided that the best way to test these shoes was to walk for miles in them over several weeks. So that's what we did.

We chose 13 men's and 13 women's models, most best-sellers, rang-

PRA 02482

THE SNEAKER HAS GROWN UP

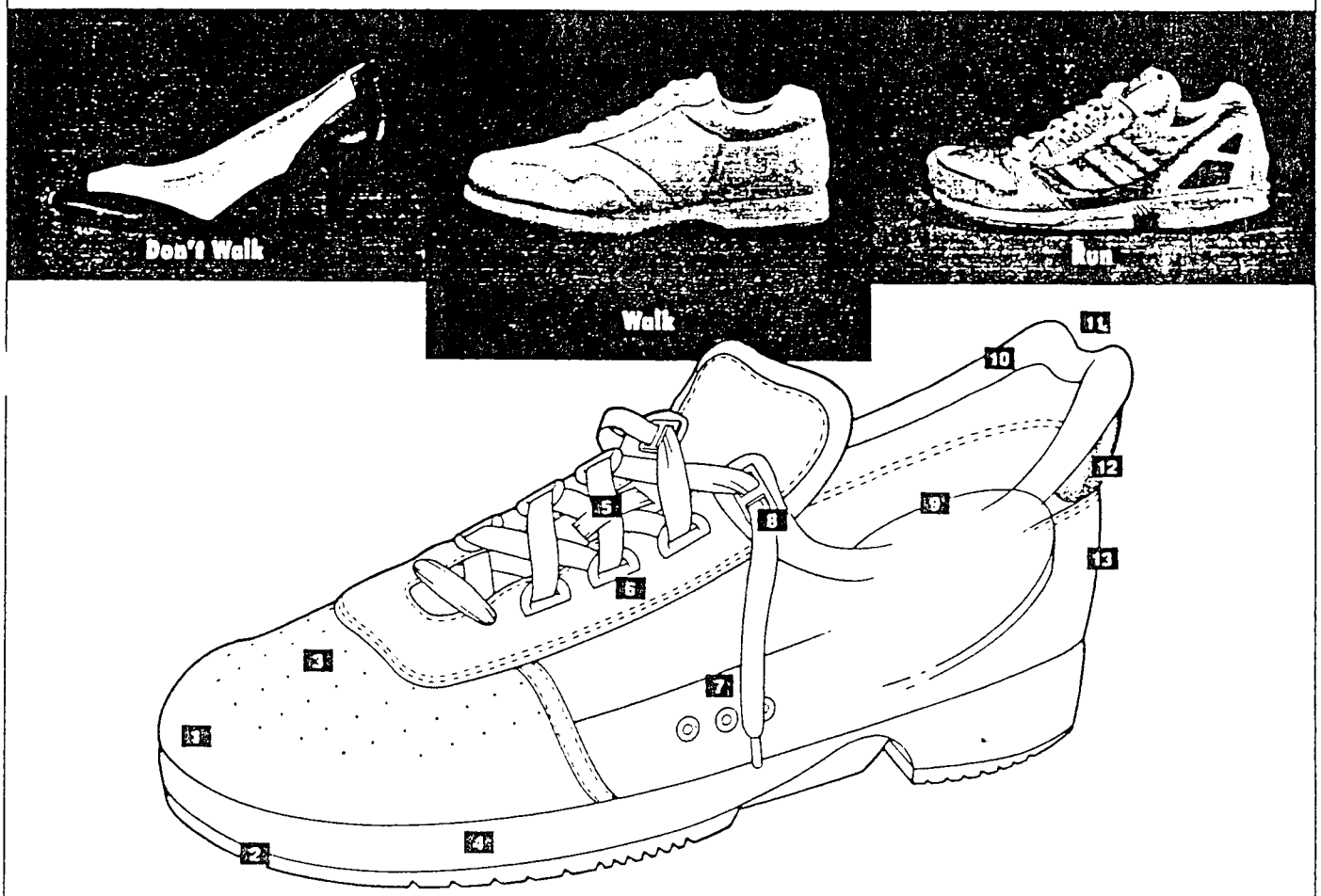
Legend has it that the sneaker owes its existence to Brazilian Indians, who dipped their feet in the liquid latex of rubber trees, let the glop harden, and reveled in their bouncy stride. Except for rubber, today's athletic footwear bears little resemblance to the prototype.

Specialization is now the rage, and the shoemakers wouldn't have it any other way. Athletic shoes should be *different*, they argue. Basketball shoes must be well padded to ease the shock of landing. Tennis and aerobics shoes must be reinforced for side-to-side movement. Running and walking shoes are designed to move the body forward. But walking isn't just slow running, so a walker's shoe should be different from a runner's.

Runners can hit the ground with a force three to five times their body weight; walkers strike with only about one and a half times their weight. Therefore, runners' shoes need extra cushioning and shock absorption, especially around the heels, which are apt to be big and flared and have a high back tab (vigorous runners can step out of their shoes). To be sure, a walking shoe benefits from some cushioning, but too much can actually make walking feet wobble.

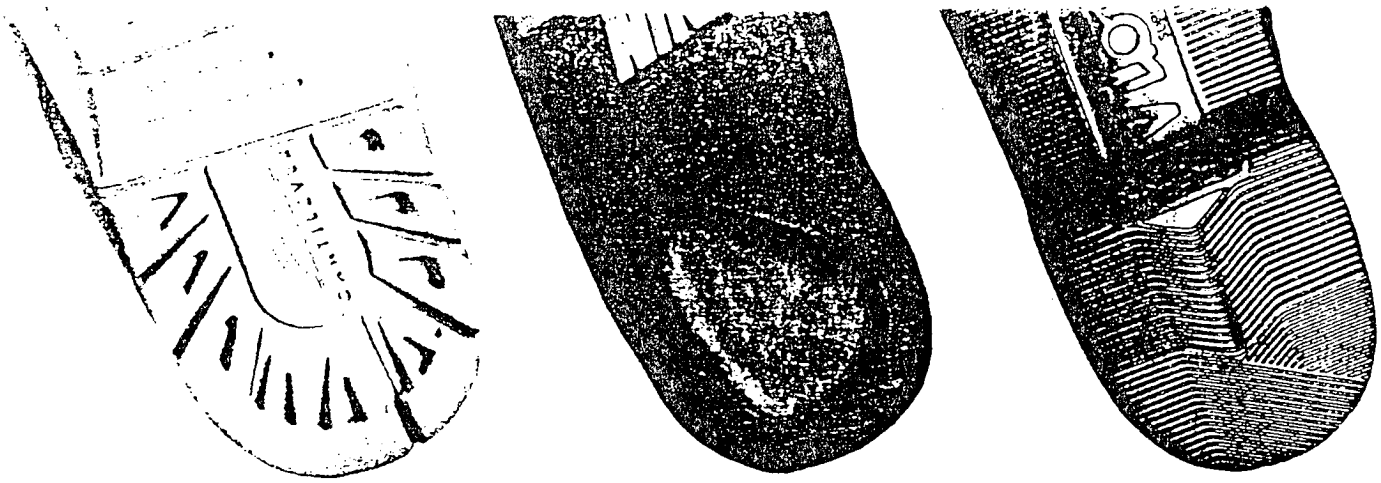
A runner's feet meet the ground at an angle of about 30 degrees; a walker's, at about 45 degrees. Runners require grabby soles that might cause walkers to stumble on uneven terrain. Walkers need more flexibility in the sole and shoes that facilitate the heel-to-toe roll of a normal walking foot. To that end, some walking shoes have a beveled heel or a rocker profile—they're slightly rounded at the bottom like the runners on a rocking chair.

And walkers appreciate comfort. After all, they are usually in their shoes longer than runners are in theirs. Details like a padded collar and Achilles notch are welcome for any relief they bring.



1 Toe box Must be roomy enough to accommodate the foot's spreading. **2** Outsole Often a durable rubber with a grabby texture for traction. Some are grooved to ease bending across the forefoot. **3** Uppers Typically breathable leather. **4** Midsole Typically a synthetic foam of EVA (ethyl vinyl acetate) or polyurethane, for flexibility and cushioning. Some feature plugs, wedges, or sectors of varying foam density, to lend stability or shock absorption. **5** Tongue guide Loop on tongue prevents shifting to the side. **6** Speed-lacing eyelets Big and smooth to make lacing easy. **7** Vents Can keep feet from becoming too hot. **8** Lace lock Two closely spaced eyelets clamp the lace to keep it from loosening. **9** Sockliner Removable insoles can be aired, cleaned, or replaced. **10** Padded collar Lends comfort, but too much padding can help cause feet to overheat. **11** Achilles notch Can relieve pressure on the Achilles tendon. **12** Heel reflectors For nighttime walks. **13** Counter Reinforced for comfort and stability.

PRA 02483



Companies have souped up heels The ridged, cantilevered heel on the Avia Mall Walker [left] is supposed to spread when you step on it, cushioning impact. The Nike Air Healthwalker's heel [center] is like a big dimple to absorb shock. On Rockport DresSports, the heel [right] looks more conventional.

Easy on the feet Every year, nearly 20 percent of runners injure themselves, one study said. For walkers, injuries are almost nil.

ing in price from about $40 to $110 (the latter for the *New Balance M906*, billed as "the most technically advanced walking shoe on the market").

All but the *Nikes*, which are washable, feature leather uppers, and most have an athletic outline and multilayered soles similar to those of running shoes. The dressiest model we included was the men's *Rockport DresSports*, with a classic wingtip design. As an experiment, we also tested—but didn't rate—the women's *Easy Spirit Vision*, a slip-on pump with extra padding in the insole (it's discussed in the box on page 91).

Heel-to-toe tests

For our tests we recruited 85 men and 85 women—mainly CU staffers and family members—who pledged to walk in test shoes at least three miles a week over the trial's two months. Most, in fact, racked up more mileage: The men typically covered 10 miles weekly; the women, seven. Among the handful of panelists who strode at least 30 miles every week was a pedometer-toting staffer who regularly pounds 50 to 60 miles of pavement a week.

We assigned each participant two different models of shoes. To ensure equal use, we asked walkers to wear each pair all day on alternate days. In effect, over the course of the test, every shoe was pitted against every other shoe, and most were worn by at least 10 panelists. Every two weeks, the participants compared the shoes on the basis of a dozen attributes, from heel comfort to toe room. We also asked a podiatrist who is experienced in sports medicine to comment on the shoes.

To derive the overall Ratings order, our statisticians unraveled individuals' preferences in a number of key variables; those are shown in the Ratings. The ranking jibes with responses to a question we posed after the trial: "How do the test shoes compare with the most comfortable shoes you use for walking and everyday activities?" Panelists overwhelmingly judged the top-rated shoes better than those they already owned. Only one or two in 10 liked the bottom-rated models better, and most called them worse.

Some wrinkles

Although our panelists were mostly in accord about the high- and low-rated shoes, there was room for disagreement in the middle. Sometimes, in fact, it was hard to believe that panelists were describing the same model. For instance, one woman said the *Nike Air Healthwalker Plus* shoes "feel like walking on feathers, on a cloud"; another said they were "like carrying a load on my feet." A man called the *Clarks Wallabee Air* "more like slippers"; another pronounced the shoe "clearly preferable," adding that it "fit like a glove." Such idiosyncracies underscore the importance of good fit and the fact that not all feet respond similarly to a given shoe.

A few shoes, noted in the Ratings comments, were thought more comfortable after having been broken in. Others—including the high-rated women's *Saucony*—were liked *less* at the end of our trial. Interestingly, the women's *Reeboks* improved, but the men's worsened.

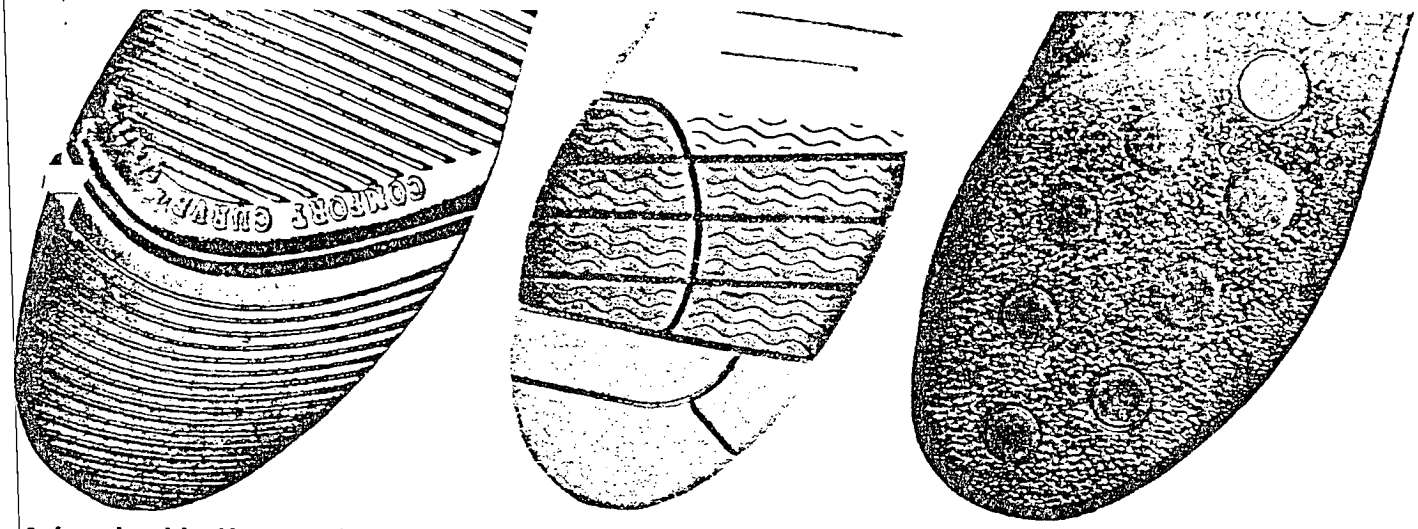
Two months' use was enough to highlight shoddy construction in a few shoes. The soles of one pair of *Naturalizers* broke in half, and the soles of a pair of *Rockport DresSports* started coming unglued. The worst offender was the *Etonic Trans An. Walker*, which otherwise would have been the top-rated women's shoe. In three men's and two women's pairs, the bottom layer of the heels started to peel off. When the affected walkers replaced the shoes, the same thing happened in two new pairs. We judged that shoe Not Acceptable.

Our podiatrist pointed out possible reasons for the low ratings of some shoes. He faulted the *Clarks Wallabee Air* and the *J.C. Penney Par Four*, both unloved by our men, for their unsupportive leather uppers. And he called the *Wallabee's* two pairs of eyelets a "terrible lacing system." A proper walking shoe, he said, incorporates six or seven pairs of eyelets. The shoe that women judged poorest, *L.L. Bean Comfort Walkers*, has only four pairs.

If the shoe fits

A poorly fitting shoe can cause hellish problems, from bunions and corns to hammertoes, so we asked our panelists to shop for their own test shoes. (Models from J. C. Penney and L.L. Bean were bought by mail order. Bean's catalogs suggest buyers send a foot tracing if they're unsure of their shoe size.

PRA 02484



Soles should offer traction and flexibility The soles of the Hush Puppies [left] and the Avia [center] are grooved to bend across the forefoot. The Avia features a strip of gum rubber that presumably improves traction. The sole of the Clarks Wallabee Air [right] is plainer and had little traction, some panelists said.

That's certainly good advice.)

Many panelists found that walking shoes in their regular shoe size didn't fit: Sometimes, a shoe larger or wider than usual was needed. Furthermore, quite a few brands have dropped the traditional alphabetic width gradations in favor of Narrow, Medium, and Wide. Some come in only Medium width (see Ratings comments).

It's best to shop for shoes late in the day, since feet tend to swell as the day goes on. You should also wear socks similar to those in which you intend to walk.

When you're standing, allow enough space (½ to ¾ inch) between your longest toe and the tip of the shoe. The shoe's counter should cup the heel comfortably but not too loosely. If you stand on tiptoes, the back of the shoe ought to ride up with your heels, not drop to the floor.

Check for flexibility in the forefoot. With your hands, you should be able to bend the sole fairly easily across its widest point, where the ball of the foot rests. Elsewhere the sole should be rigid, especially under the arch. Check for seams and ridges inside by running your fingers along the footbed and sides. Protrusions can raise blisters in no time. Then lace up and take a few steps on a hard floor, if possible (you can't tell much about cushioning or support by walking on a carpet).

Some shoes may need breaking in, so don't wear new ones for an extended period. Rather, increase your wearing time gradually to let your feet and the shoes get used to each other. If a shoe feels bad in the store, don't buy it. It's unlikely it will ever feel good. *Continued*

Walk it off
Mile for mile, brisk walking burns nearly as many calories as jogging.

WALKING AT WORK?

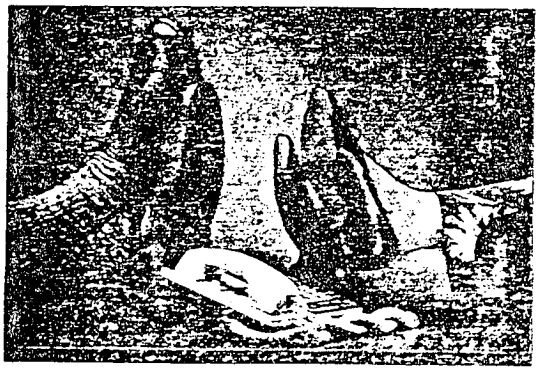
HOW TO DRESS UP IN COMFORT

Its ads are filled with exclamation points. "The first walking heels! " they cry. Come try them on. You'll feel . . . the sneakers! The uplift!" Well, we took the *Easy Spirit Vision* pump at its word and tested it along with our other women's walking shoes. For a sneaker, it makes a very comfortable dress pump.

Required to judge the shoe against *real* walking shoes, our testers liked it less than most models. "The *Easy Spirit* kills my feet," one woman noted. Give it credit, though; it got better reviews than the sportier *L. L. Bean Comfort Walkers*. Many panelists realized (as did we) that they were comparing apples and oranges; they commented that what felt wretched on a nature walk would do nicely while strolling about the office.

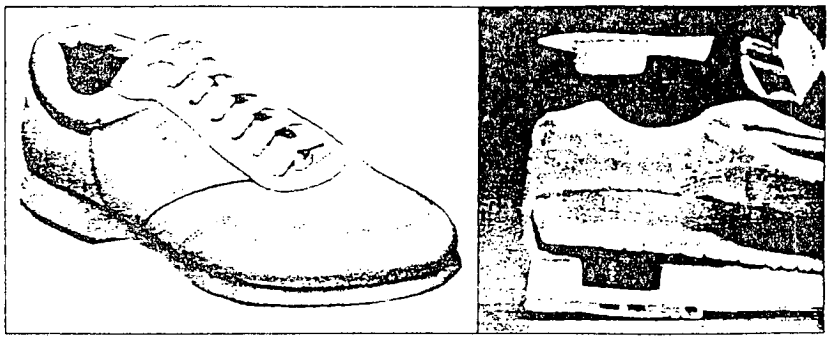
Placed in a more sensible competition, against our walkers' usual fancy footwear, *Easy Spirit Vision* was a winner. All but two of the 12 who wore the shoe said it was easier on the feet than their other pumps. Several called it "more cushiony," and one even appended an exclamation point to her review: "Great!"

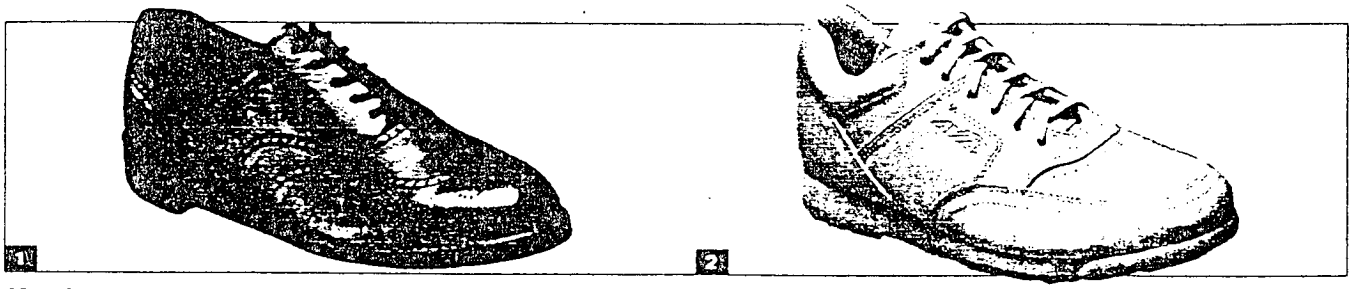
Men who want a spiffy look *and* comfortable feet might consider the *Rockport DresSports Wingtip*, a runner-up in our Ratings. Except for its ridged sole, it's almost indistinguishable from a business shoe.



PRA 02485

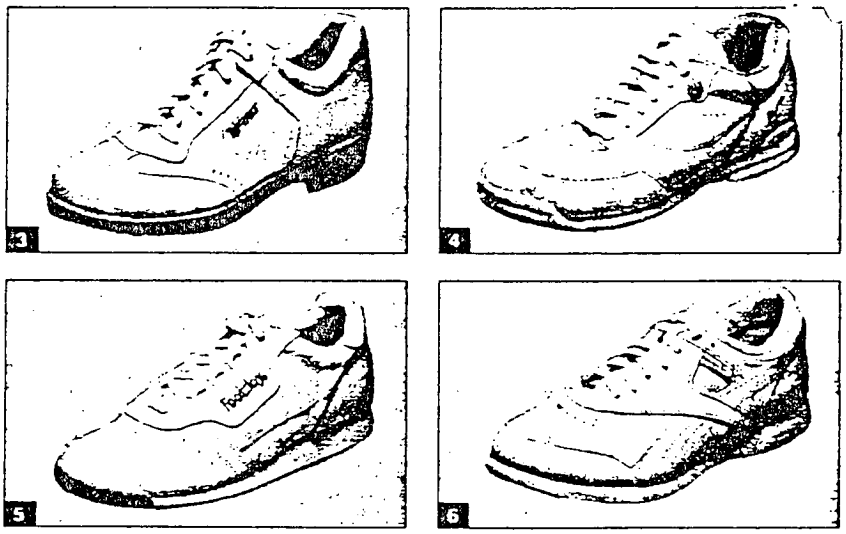
Ahead of the pack for men The check-rated men's shoe, the JoyWalkers Pathfinder by Foot-Joy ($59), is a sporty-looking model that received perfect or near-perfect scores across the board. It has an Achilles notch, removable insoles, and two pairs of heel plugs that let you change the cushioning from soft to hard and back again.

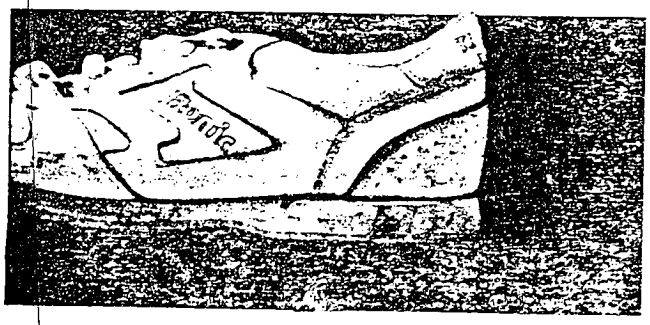




Men's runners-up After the JoyWalkers, the men on our panel favored 1 Rockport DresSports Wingtip ($109) and 2 Avia Mall Walker 310, a Best Buy at $46. The Rockport may be dressy enough to pass muster at the office, but you probably wouldn't want to wear it with jeans on a hike through the woods. The more casual Avia offers a much-touted cantilevered heel, a midsole with materials of different densities, and a curved rocker bottom under the arch.

Winners for women The women's favorite was 3 Easy Spirit Mach I ($69), a sporty shoe available in six colors and praised by our podiatrist for its flexibility. Also receiving favorable reviews were 4 Saucony Instep 6200 ($58), rated slightly better for overall support than the Easy Spirit but worse for toe room and overall comfort; 5 Foot-Joy JoyWalkers 64964 ($59), with more special features than the other women's models; and 6 Reebok Fitness Walker ($60), which took our panelists some time to break in.





Wear and tear Both men's and women's models of the Etonic Trans Am Walker suffered from a peeling problem: A horseshoe-shaped piece of the heel came unglued in several pairs early in our testing. While intact, the women's Etonic had received high ratings.

Saved for fitness walking alone, most walki shoes should last hundreds of miles.

PRA 02486

RATINGS

Walking shoes

Listed by men's and women's models; within these categories, listed in groups in order of decreasing preference. Within groups, differences between closely ranked shoes were slight.

Price. Manufacturer's suggested or average retail; discounts are sometimes available. + means shipping is extra.

Style. Most models look much like other athletic shoes (**A**). Casual walking shoes (**C**) look slightly more formal and come in subdued colors. The dressy model (**D**) is suitable for office wear.

Weight. Per pair, in ounces. We weighed size 10M for the men's shoes, 7M for the women's.

Panel judgments. Scores are derived from our panel's preferences.

Brand and model	Price	Style	Weight, oz.	Overall comfort	Overall support	Overall cushioning	Toe room	Heel hold	Comments
				Panel judgments					
Men's shoes									
● Foot-Joy JoyWalkers Pathfinder	$ 59	A	24	◐	◐	◐	◐	◐	A,B,F
Rockport DressSports Wingtip	109	D	22	◔	◕	○	○	◔	B
Avia Mall Walker 310, A Best Buy	46	A	26	◔	◔	○	◔	○	A,G,O,S,T
Rockport ProWalker 7100	70	A	28	○	○	○		○	Q
Dexter Weather Walker	76	C	24	○	◔	○	◒	○	B,I,N
Brooks StrideWalker	55	A	28	○	○	○	○	○	A,B,C,E,H,Q,S,T
Nike Air Healthwalker Plus	65	A	22	○	○	○	○	○	A,B,D,E,L,N
Hush Puppies Mall Walker	70	C	28	○	◒	○	◔	○	B
Reebok Fitness Walker	60	A	22	○	◒	○	○	○	B,O,Q,R
New Balance M906	110	C	28	◒	○	○	○	◒	A,B,N,O
Clarks Wallabee Air	78	C	30	○	●	◒	○	◒	H,R,U
J.C. Penney Par Four, Cat. No. 9539	50+	C	24	●	●	●	●	◒	H,V
■ *The following model was Not Acceptable.*									
Etonic Trans Am Walker K519	55	A	22	○	○	○	◔	◒	D,Q,R,W
Women's shoes									
Easy Spirit Mach I	69	A	24	◔	○	◔	◔	◔	A,G,H,Q
Saucony Instep 6200	58	A	18	○	◔	◔	○	◔	A,B,Q,R,T
Foot-Joy JoyWalkers 64964	59	A	20	○	○	◔	○	◔	A,B,C,E,F,H,M,Q
Reebok Fitness Walker	60	A	18	◔	○	○	◔	○	B,H,N,O,S
Nike Air Healthwalker Plus	65	A	16	○	○	○	○	○	A,B,D,E,L
Naturalizer Performance Walker	69	A	18	○	○	○	○	○	A,B,H
Hush Puppies Action	58	C	16	○	◒	◒	◔	○	N,S
Rockport ProWalker 7100	60	A	18	○	◒	○	○	○	H,Q
Sears Winner, Cat. No. 57402	40+	A	20	◒	◒	○	○	◒	A,B,T,U
Avia Mall Walker 310	46	A	18	◒	◒	◒	○	◒	A,G,N,O
Rockport Comfort Skimmer 3400	62	C	14	◒	●	◒	◒	●	K,T
L.L. Bean Comfort Walkers	52	C	16	●	●	●	●	◒	J,N,P,U
■ *The following model was Not Acceptable.*									
Etonic Trans Am Walker K720	55	A	20	◔	◔	◔	◔	○	D,N,Q

Specifications and Features
Except as noted, all have: • Leather uppers • Oxford-like lacing • Padded tongue

Key to Comments
A–Has Achilles notch at back for comfort
B–Has removable insoles.
C–Has large eyelets for easier lacing
D–Has lace-locking feature (special eyelets to hold lace tension).
E–Has reflective tabs on back for safety.
F–Includes pair of hard and soft interchangeable heel-support pads.
G–Sole has "rocker" profile to help step.
H–Has beveled heel to help step.
I–Waterproofed.
J–Includes removable tongue covers.
K–Slip-on.
L–Uppers are of synthetic material; shoe is machine washable.
M–Has two large eyelets at arch for ventilation
N–Judged warmer than most.
O–Lining transferred some color to socks.
P–Tongue lacks padding.
Q–Has guide to keep tongue from slipping
R–Judged more comfortable when new than broken in.
S–Judged more comfortable when broken in than new.
T–Available in only Medium width
U–Discontinued, no longer available
V–No longer listed in catalog
W–Discontinued, but still available in some stores

PRA 02487

New Hires

as of 10-18-91

Anderson, James	Maintenance
Bender, Jodie	Restaurant
Brown, Sandra	Administration
Clifford, Kerri	Vault
Cox, Leana	Bingo
Dahlstrom, Kristine	Maintenance
Davis, Jill	Casino
Davis, Mathew	Casino
DeHart, Janice	Casino
Denn, Kirt	Casino
Dexter, Nathan	Casino
Diercks, Roger	Restaurant
Duden, Cindy	Casino
Fritz, Michael	Restaurant
Gallo, Ronald	Security
Glor, Dana	Restaurant
Greiner, Dwane	Restaurant
Hanson, Todd	Security
Hanson, Francie	Restaurant
Hauschildt, Jayson	Marketing
Helberg, Rita	Restaurant
Held, Diane	Administration
Hemphill Jr., Michael	Casino
Heselton, Kimberly	Bingo
Heskett, Jill	Restaurant
Hoeft, Kenneth	Security
Holst, Richard	Casino
Huffman, Kenneth	Casino
Huffman, Terry	Casino
Kinney, David	Casino
Kujak, Lara	Casino
Langenfeld, Peter	Restaurant
Langer, Darlene	Restaurant
Lanoue, Andre	Casino
Leatherman, David	Casino
Lewis, George	Casino
Lindahl, David	Security
Manfred, Kathy	Marketing
McMahon, Kevin	Bingo
Mehrkens, Mary	Casino
Mussehl, Rocco	Casino
Noah, Philip	Casino
Null, Kimberly	Casino
Olson, Lynnette	Casino
Ortwerth, Sara	Restaurant
Pechacek, Jeremy	Casino
Peterson, Diane	Casino
Post, Harvey	Casino
Roschen, Karin	Casino
Schultz, Steven	Security
Sebion, Susan	Bingo
Seleski, Jerry	Security
Smoot, Melissa	Restaurant
Steele, Gina	Casino
Stewart, Gerald	Security
Stillway, Jason	Restaurant
Swanson, Charlette	Marketing
Taylor, James	Maintenance
Treichler, Joy	Casino
Vang, Doua	Marketing
Vang, Lyvong	Marketing
Westerberg, Myron	Casino
Whipple, Tony	Maintenance

Congratulations and Welcome!!

Promotions

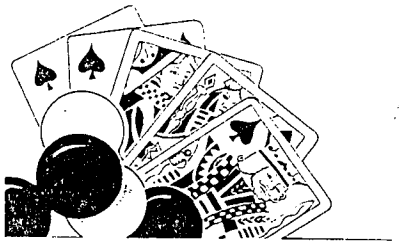
Name	Division/Dept.
Duncan, Ethel	Restaurant, 601
Adolph, Rodney D	Casino, 903
Annis, Larry K	Casino, 902
Schultz, Dwayne O	Bingo, 200
Davis, Maria M	Casino, 502
Coningswood, Robert	Casino, 903
Moffat, Alan G	Casino, 903
KoEpke, Susan A	Casino, 903
Ryan, Heather M	Casino, 903
Nehring, Cynthia A	Casino, 903
Lopez, Jose V	Bingo, 203
Ring, DeWayne G	Casino, 908
Jacobson, Susan L	Bingo, 203
Caron, Sharon L	Restaurant, 601
Total Employees - 14	

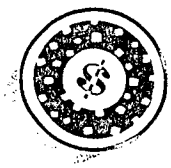
Let's all give the new hires a big smile and show them where things are if they look bewildered. Remember, it wasn't long ago that we were in the same position.

It's A Girl!

Dennis Betcher and family welcome a new baby daughter into their family.

Please submit any news you want in this newsletter to Dona Wright.





PRA 02488

Treasure Island Bingo & Casino

Birthday List

Mon	Day	Name
11	1	Mills, Laura A
11	1	Senogles, Antonie C
11	1	Mumma, Grayson A
11	1	Eaton, David
11	1	More, Nolan
11	1	Wood, Kim A
11	1	Doerr, Shannon M
11	1	Pike, James R
11	1	Stevens, Kristin L
11	1	Peterson, Byron D
11	2	Childs, Myra
11	2	Jacobson, Robert E
11	2	Doose, Helen L
11	2	Omundson, Jason S
11	3	Jay, Daniel J
11	3	Seleski, Jerry S
11	4	Matz, Eric
11	4	Greiner, Dwane A
11	4	Stewart, Gerald L
11	5	Hanson, Randy B
11	5	Morland, Alan
11	5	Vandell Jr., Timothy R
11	6	Anderson, John
11	6	Schoonmaker, Theodore L
11	8	Pflueger, Sigrid G
11	8	Tolvay, Steve W
11	9	Mackey, Debra A
11	9	Baird, Madeline R
11	9	Scott, Jeet K
11	9	Jacobson, Susan L
11	10	Blanck, Donald W
11	10	French, Peter D
11	10	Ryan, Shawn P
11	11	Bignell, Paul A
11	11	Lafavor, David R
11	12	Stein, John E
11	13	Massett, Kip A
11	13	White, Aaron A
11	14	Johnson, Paul J
11	14	Lee, Margaret E
11	15	Cooper, Rose D
11	15	Hennlich, Richard C
11	15	Haglund, Norma J
11	16	Vanselow, Paul M
11	17	Ortwerth, Judith A
11	17	Brown, Sandra L
11	18	Olson, Elizabeth A
11	19	Nestler, John S
11	19	Kasel, Barbara
11	20	Hallenberger, Amy S

PRA 02489

CLEAR GAMBLE

by Robert Scott

The earth rolled her purple shoulders toward the sun as I snored in blissful harmony to the resolute whir of air conditioning when a confidante came in and shook me. My bloodshot eyes, as I opened them, were further blinded by the flash of light from his baldplated crown. He appeared purposeful and eager.

"What I want you to do," he said, "is to take down my words. I want a witness."

"Jehovahs witness?" I asked.

His aspect became stern as he stared toward me, and he plunged at once into a vociferous oath something to the tune laid down to bachelors as they leave their domestic tranquillity:

"In the presence of almighty God, I do solemnly promise and declare-- "But what? Simply that he was done with casinos and gambling heretofore and forever — that he would attend not another in this life — that if, by chance, I ever caught him at one or within a hundred and fifty nine miles of one, I was free to drop kick him in his roundest rotundness, boil him in a vat of Mexican chili, and sell his bones to a dice factory.

Mine eyes have never seen a more decided man. His whole hide glowed the scarlet of a too-close shaved face.

In one long, extemporaneous liturgy he vented hardships -- meals wolfed suicidally or days fasting, nights spent chasing elusive luck, hours standing in the linoleum halls of Western Union to send money home last he spend it, there waiting again for the money to be sent back, dreadful insomnia at three o'clock in the morning thinking about the tables going outside his room, all the honors of war without any of the glory. Twice he swore this oath vehemently and then he damned me and Las Vegas and the whole state of Nevada.

But he impresseth me not. I had heard this sancitmoneous babble before. Yea, though I knew this voucher to be an honest man, I knew that he was mistaken. I knew that he would be on hand for the next junket, as I know that he was on hand for the junket and all others since his first — that, for all his propensity for protestations and high resolves, he could no more refrain from the ferment of casinos than his penchant for breakfasting on microwaved burritos and canned Coors. He was snagged, as I was myself and if he didn't know it, it was because he was not himself.

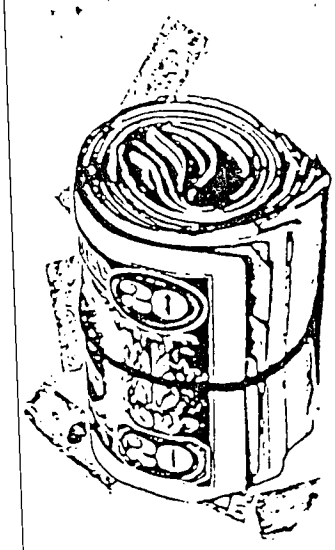
For there is something about a casino that makes it as fascinating as a revival or a shark bite. It is vulgar, it is ugly, it is tedious, it is an assault upon both the higher thought processes and the buttocks, and yet it is somehow charming. One sits through long sessions wishing that all the other players would learn the game and that casino staff would rot in hell — and then suddenly there comes a run of luck so gaudy and hilarious, so obscenely soap opera like, so wildly exhilarating and preposterous that one lives a whole delicious year in an hour.

TRAINING AND DEVELOPMENT SPECIALIST

Red Wing Technical College is working with Treasure Island Casino to train more than 900 Casino employees. More than 150 supervisors and managers are taking courses in "Successful Employment in a Casino Setting," and more than 800 employees will be trained in "How to Give Exceptional Customer Service." This training began October 21. Instructors for this training are: Steve Johnson, Dexter Pehle, Pete Freeman and Dick Kotasek.

As part of the coordination of this training, the Technical College has provided an on-site coordinator, Judy Graff. Graff is responsible for coordinating the present training projects and is also helping to assess future training needs, both for the business and for individuals. Judy can be reached at extension 516 at Treasure Island, Tuesday afternoons, Wednesday mornings and all day Thursdays. You may all call her at the Red Wing Tehcnical College, 388-8271.

PRA 02490



PRA 02491

Treasure Island
C•A•S•I•N•O B•I•N•G•O

EMPLOYEE Newsletter!

Issue No. 9 December 1991

Happy Holidays

December 9th, 1991 will be our Employee Fun Day Holiday Party. There will be several events going on. The blackjack tournament and the bingo session is announced on the following pages.

We have received many door prizes from vendors to give away. All employees names will be put in a fishbowl and drawn at random for these prizes. You need not be present to win. Those winners not present will be notified of their winning. Please check at the upper level reception desk on your next shift.

There will be a Toys for Tots Program and Food Shelf Donation Program, also at the upper level reception area. Bring your new toy and put it under the tree. Get a form from Faye Daly at the reception area. There will be cash drawings for all who participate in this program on December 18th. The cash drawings for these participants are compliments of our Tribal Council.

SPECIAL NOTICE

Goodhue County Family Services and Dakota County Family Services have a support system of toys or food for the holidays. If you are in need of these services please call Hastings Family Services at 437-7134 or the Red Wing Area Food Shelf at 388-9302. You may also contact any of the members of your Employee Fun Day Committee. This committee was formed to help you in any way that we can. Your committee members are: Sandy Molitor, Nancy Jarrard, Terry Johnson, Linda Huth, Ronda Hogan, Rose Cooper, Eugene Schwartz, Kim Denzer, Laura Waldron, Pam Harrington, Tammy Doherty, Judy Whipple, Vivian Mireau, George Densley, Helen Bruha, Dona Wright, Jerry Niebeling, Johnny Johnson, Todd Strusz, Burnette Dressen. Please give all of these people a big Thank You for taking the time and the responsibility for being members of this committee.

TIS' THE HOLIDAY SEASON!!

These Halloween pictures weren't ready
sue. I thought
to your lips as
ing to recognize
new.

Valentine - Treasure Island Exhibit ____

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

EMPLOYEE FUN DAY
BLACKJACK TOURNAMENTS
MONDAY, DECEMBER 9

1:00 - 6:00 PM
7:30 - 12:30 AM

PRIZES FOR EACH TOURNAMENT:

$1000	1st Place
300	2nd Place
200	3rd Place
100	4th Place
75	5th Place
75	6th Place
50	7th Place

ENTRY FEE: $35 (cash) DUE AT REGISTRATION. This fee is non-refundable, but transferable. Be prepared to Indicate which session (afternoon or evening) you plan to attend.

Each employee registered for one of these tournaments will:
Receive a coupon for a free buffet served 5:00 to 7:30 P.M. in the Bingo Hall on the day of the tournament.
Be eligible in a drawing for a $25 gift certificate from Weiderholt's Restaurant. There will be 40 winners.

OPEN TO ALL TREASURE ISLAND EMPLOYEES (no guests).

EACH TOURNAMENT LIMITED TO 84 PLAYERS.
Prizes based on 84 players per tournament. If less than 84 registrations per tournament, prize structure will be adjusted accordingly.

MORE INFORMATION AVAILABLE AT REGISTRATION.
DAYS TO REGISTER: Saturday, Nov. 30 Tuesday, Dec. 3
HOURS TO REGISTER: 9:30 - 11:00 am in the non-smoking section of the Bingo
7:00 - 8:30 pm by the Reception Desk upstairs

In case of bad weather, the tournament will either be cancelled or rescheduled for a future date.

Proceeds from these tournaments will be used to finance future Employees Fun Days.

PRA 02460

Prairie Island may become the waste dump of America. After all, the waste from atomic/nuclear generator plants has to go someplace. Why not here? If it starts out as temporary storage, it will probably become permanent. Where else is there except at the sites of the 111 atomic/nuclear plants in this country? Since the 1960s when these atomic/nuclear generating plants were built the radioactive waste has been buried all around the country. There are no more underground sites left.

Why does Red Wing have to be without the tax revenue? If our utility company switched to wind/solar energy the tax revenue and the jobs would still be there. Perhaps more jobs and more tax revenue. And cheaper, safer electricity. Has our Public Utilities Commission ever looked into this?

NSP may be willing to educate the public about nuclear/atomic generating plants but how much can they tell us? Has anyone ever tried to store radioactive waste or tried to de-activate the radioactivity? Which is, after all, the point. The public does know about radioactivity from atomic bombs. We also know what happened at Chernoble. The radioactivity from that accident not only had immediate effects it also had long lasting effects. One we know of now is danger to the thyroid gland. The thyroid gland has to do with growth. The size of the human body. It also regulates the calcium in the body, hair growth and has a lot to do with the muscles. Are we willing to mutate to accomodate NSP? If anyone wants this radioactive waste in their back yard they might want to move to outer space where it will not endanger the rest of civilization.

We must wake up. We must wake up our utility commissioners and our utility companies. We don't want your jobs or your profits to stop. We want them to come from a clear conscience and safe working conditions for all, including those employed by our utility companies.

If we don't speak up now to change we are on a suicidal road to hell.

FUN DAY
BINGO, BINGO, BINGO

Prepay for your bingo package before noon on December 6, 1991 and be eligible in a drawing for a $25 gift certificate from Weiderholt's Restaurant. 40 gift certificates will be given away. You will also receive a coupon for a free buffet to be served from 5:00 to 7:30 p.m. in the bingo area. (Only employees are eligible for the drawings.) (Prepaid guests will be eligible for the buffet.) If we sell 100 prepaid packages by Dec. 6th at noon we can pay out at least $100 for the regular games.

PLEASE NOTE: Sales will continue through the time the session starts at 6:00 P.M.

THIS IS A TIME CHANGE.

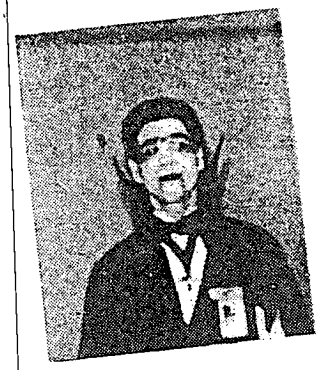
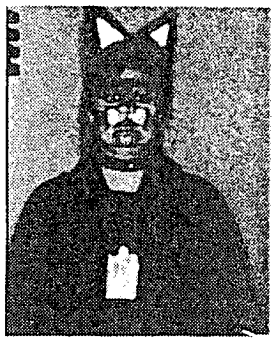
On the above assumption of 100 prepaid packages the payout will be:

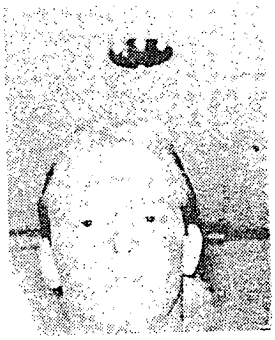
Regular Games	$100.00
2 Star Games	$100 - $200 - $300
Quickie Blackout	$200.00
7 + 1	$300.00
Giant Jackpot	$100 - $100 - $200 - $500
Bonanza	$100 - $300

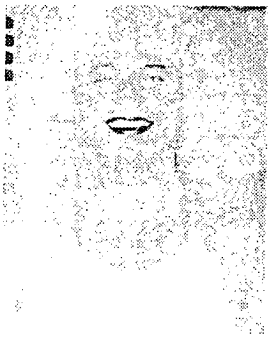
CAN YOU AFFORD NOT TO PLAY??????

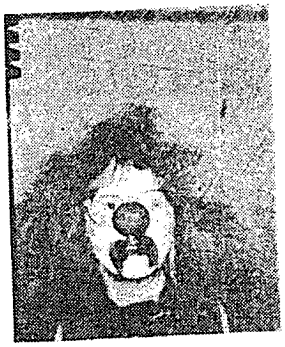
PRA 02462

Get a
grip on







DECEMBER BIRTHDAYS

12	1	Narcus, Laverle
12	1	Sullivan, Richard J.
12	2	Most, Tony J.
12	2	Strusz, Dean A.
12	2	Reinert, Lisa
12	2	Palbicki, Jennifer J.
12	2	Hanauer, Tom P.
12	2	Westerberg, Myron D.
12	4	Roschen, David J.
12	5	Waterhouse, David S.
12	5	Sieben, Michael J.
12	5	DeGidio, Jodi M.
12	5	LeBlanc, Rebecca H.
12	5	Roschen, Daryl J.
12	5	Manfred, Kathy E.
12	6	Zorn, John P.
12	6	Hemphill, Michael J. Jr.
12	7	Staunton, Lisa
12	7	Surratt, Brian
12	7	Davis, Maria M.
12	9	Hanson, Melissa E.
12	9	Schwartz, Eugene
12	9	Lietzau, Louise A.
12	10	Packman, Mary F
12	10	Haslip, Darrell J.
12	12	Freiermuth, Nancy
12	13	Coningswood, Robert P
12	14	Hughes, Robert N.
12	14	Jablonske, Blake L.
12	14	Hanson, Robert P
12	15	Zentner, Michael M
12	15	Auchampack, Jacqueline M.
12	16	Norton, Lesley R
12	16	Mankowski, Gary
12	16	Curtis, Chris R
12	16	Schulz, Willard R
12	16	Thermos, Nancy K
12	16	Bleyle, Karen L.
12	17	Gores, Carol A.
12	18	Kalin, Pamela M.
12	18	McCarthy, James E.
12	19	Swensen, Sherrie K.
12	19	Worrel, Anthony A
12	20	Thieme, Pamela J.
12	21	Stang, Ben
12	22	Lindquist, Romona
12	22	Hansen, Charles A
12	22	Patnode, Shawn R
12	24	Nauer, Joyce A
12	24	LaPorte, Roger C
12	25	McCusker, Donald J.
12	26	Christensen, Rosemary K.
12	26	Schreifels, Hans H.
12	27	Brown, JoAnn L.
12	27	Sarazin, Lydia M.
12	27	Hammer, Christopher L.
12	27	Vang, Lyvong S.
12	28	Gorgos, Gerald M
12	28	Pascenti, Vickie L
12	28	Lanoue, William A
12	28	Schlichting, Robert L
12	29	Yarner, Nicholas M
12	29	Fox, David G
12	30	Serres, Isle G
12	30	Hessler, Clarabelle M
12	31	Baker, Starlene K
12	31	Johnson, Keith E

Faith is believing in things when common sense tells you not to.

Excuses are the nails used to build a house of failure.

Everything is changing. People are taking their comedians seriously and the politicians as a joke.

Be patient with everyone, but above all with yourself.

Democracy does not guarantee equality, only equality of opportunity.

If you take too long in deciding what to do with your life, you'll find you've done it.

Looks are so deceptive that people should be done up like food packages with the ingredients clearly labeled.

The real art of conversation is not only to say the right thing in the right place, but to leave unsaid the wrong thing at the tempting moment.

Any child can tell you that the sole purpose of a middle name is so he can tell when he's really in trouble

Without education, we are in a horrible and deadly danger of taking educated people seriously.

PRA 02465

NEW HIRES AS OF 11/25/91

Andrews, Doyle	Casino
Auchampach, Jacqueli	Restaurant
Baker, Rita	Casino
Clemens, Cheryl	Medical
Coombs, Brian	Casino
Cronin, Craig	Restaurant
Delgado, Luis	Restaurant
Goodman, Duane	Casino
Harlow, Robert	Casino
Hartwig, Drew	Casino
Hartwig, Tonia	Casino
Hauschildt, Larris	Casino
Heselton, Jean	Restaurant
Hren, Thomas	Casino
Kasel, Eugene	Maintenance
Kemmit, Danny	Casino
Krey, Robert	Casino
McRoberts, Edward	Security
Melbourne, Jennifer	Marketing
Newton, Joseph	Casino
Ogilvie, Beverly	Casino
Olson, Chad	Casino
Peterson, Jody	Casino
Poncelet, Anthony	Casino
Preble, Kevin	Casino
Reuter, William	Casino
Ronningen, Pauline	Casino
Ryan, Judy	Casino
Ryan, Jim	Casino
Sarafolean, Jr., Mich	Casino
Schnell, Peter	Casino
Sears, Wanda	Casino
Swenson, Daniel	Maintenance
Thieme, Pamela	Casino
Urness, Donald	Marketing
Vagasky, Stephen	Casino

PROMOTIONS

Larson, Dale E.	Casino
Lindquist, Paul M.	Vault
Thompson, Judy A.	Casino
Rother, Jeffrey E.	Floor Person
Andrews, Thomas W.	Lead Vault Mstr
Baker, Clarence	Casino
Doffing, Lori	Pull Tab
Petrie, Linda	Computer Operator
Linnell, Erik	Floor Person
Flom, Chris	Cage Supervisor
Wilhelm, Rebekah	Video Attendant
Weeks, Peter	Video Attendant
Vierling, Lisa	Lead Cage Cashier
Packman, Mary	Head Banquet Waitress
Gibart, Steven	Lead Vault Master
Miller, Mark	Lead VS Acctg. Clerk

You can't communicate without listening.

When difficult situations arise, you can't run from them. There is no way out, except to go through.

The only way to have a friend is to be a friend.

It is unreasonable to expect children to listen to your advice and ignore your example.

Contentment is happy memories of things past, enjoyment of things present, and the hope of good to come.

Thanks to Rose Mallery from the vault for above contributions of wisdom!

KEEP FIGHTING

One of the most difficult things everyone has to learn is that for your entire life you must "keep fighting" and adjusting if you hope to survive. No matter who you are or what your position, you must keep fighting for whatever it is you desire to achieve. If someone is not aware of this contest and expects otherwise, then constant disappointment occurs. People who fail sometimes do not realize that the simple answer to everyday achievement is to keep fighting. Health, happiness and success depend upon the fighting spirit of each person. The big thing is not what happens to us in life-but what we do-about what happens to us.

PRA 02466

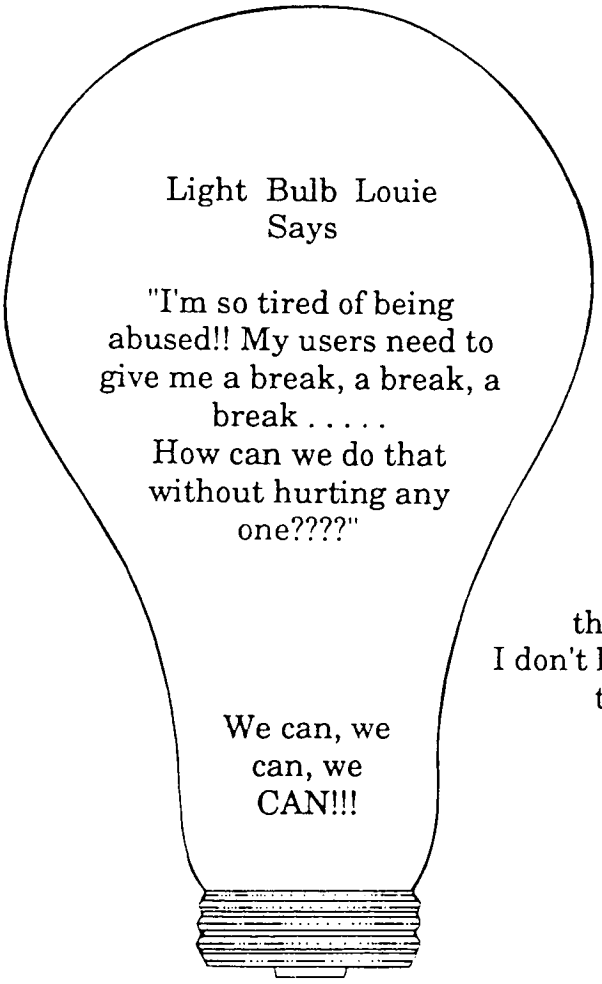
Ignorance is Bliss - Then Chernobyl Blew Up December 13th is D-Day: Decision Day

NOTE: I feel I will have done my part by making you aware of what could happen here or at any of the 111 nuclear plants in this country. The biggest risk is we don't know how to handle radioactivity. Why do we have it?

If only NSP would teach me how to conserve. It's so hard to change old habits.

NSP employees would make the best sales people for their conservation ideas, right? Right.

I know that NSPs executives and engineers are wise and caring about our energy needs.



There's so much great new technology on renewable energy.

This new industry could bring great dividend to shareholders and the employees of both industries. Yeh, Yeh, Yeh!!!

I wonder if anyone ever thought about asking the people what they think about this whole issue. I don't know, Lightbulb Louie, but that's a very good question.

With the decision of President Bush to disarm and dismantle the nuclear weapons of this country we should ask if these weapons will or do contain radioactivity? If they do, it would seem logical that the president combine that project with finding a federal repository for the radio active waste being generated by our nuclear power plants at the same time. This would be the answer to the building of temporary storage facilities presently needed by many of the 111 plants around this country. This would also be an excellent time to dismantle the power plants and switch to wind/solar plants to produce the need for electric power. This opportunity is a chance for America to lead the way to saving this earth. It would also be economically profitable for our power plants to switch at this time. With thousands of people out of work at this time, this new industry of renewable energy could put them to work. For a better reason than what the nuclear power plants were put in service for. We can be proud of using renewable energy.

PRA 02467

From the Editor

As you can tell from the preceding article we have a deathly risk in our midst every second of every day of our lives. Just this weekend, Nov. 23rd, there was a shutdown at the Ocono, Virginia plant. They said there was never any danger to anyone. My question remains, how do they know there is no danger. They don't know what to look for. This is new technology in so far as dealing with the results of an error generating emission leakage.

This issue concerns all of us! We all use electricity.

Apathy of the consumer is what has allowed this to happen. Now we must correct it.

What can you and I do? We can conserve. We can call on NSP to help us conserve. Then we can put NSP employees to work being very busy with our requests for renewable energy electricity.

Let's work together so that our children and grandchildren can have an even chance at life with out the risk of genetic mutation that we imposed upon them by our greed to have luxuries upon luxuries.

Thank You Dona Wright

For-sale ad in a South Carolina weekly: "VCR. Like new. Never figured out."

In the Middletown1 N.Y. Times- Herald-Record: "LOST - Small, brown hamster. Children don't care. Cat is heartbroken."

In the DateMaker section of the Guilford, Conn., Shore Line Times: "Ugly, rude, insincere, untrustworthy, dishonest, slovenly, uneducated SWM 24, hopes to entice exact opposite SWF 20-28 with romantic candlelight dinner."

ARE YOU WILLING TO?????

To the about 450 employees who signed the petition to support our utility companies to convert to solar/wind energy to generate electricity and ban the use of atomic nuclear energy to generate electricity and to NOT allow the building of a nuclear waste facility on Prairie Island. This petition was signed on August 23, 1991.

Administrative Law Judge Allan Klein will be at Treasure Island on December 13th starting at 9:30 A.M. and continuing throughout the day. Judge Klein has been sitting at the evidentiary hearings since November 18th. These hearings have had expert group witnesses testifying.

It is crucial that we, the people, convince the legal system of our government that it is the alternate, renewable energy sources that we want. Your testimony is vital to initiate this change.

Please feel free to contact Joseph Campbell, Sr. member of the Prairie Island Environmental Protection Committee at 388-2260 or myself, Dona Wright, also a member when you have decided that you want to voice your decision on Dec. 13th.

On a flight from San Diego to Oakland, my seatmate kept pushing the flight attendant call button instead of the reading light. "The drawings of the bulb and attendant look alike to me," he apologized to the harried attendant. "If you can't tell the difference between a light bulb and a stewardess," she told him, "someday you're in for a real shock."

During divorce proceedings, the wife was asked to state whether she owned any sporting equipment valued over $50. "No, she answered, "unless you count my lingerie."

All that is worth cherishing in this world begins in the heart, not the head.

This transcript is provided as a service of Journal Graphics. The WGBH Educational Foundation is not responsible for any errors or mischaracterizations in this transcript. This transcript has not been proofread against the videotape and the producer's records and its accuracy cannot be guaranteed. (JM)

NOVA Show #1815
Air Date: October 22, 1991

Suicide Mission to Chernobyl

PETER THOMAS, Narrator: *[voice-over]* Five years ago, this nuclear reactor at Chernobyl erupted in a violent outburst of radioactivity. It was the world's worst nuclear accident. Today, hidden inside this steel and concrete tomb, called the "Sarcophagus," are many tons of nuclear debris that will remain radioactive for at least 100,000 years.

Working in extremely dangerous, possibly suicidal levels of radiation, a group of Soviet physicists is probing its depths. This man is climbing through tubes that once surrounded fuel rods inside the reactor core. It is a desperate attempt to account for the vast amount of nuclear fuel that escaped from the core at the time of the accident, but remains within the Sarcophagus. Under the right conditions, this missing fuel could unleash a chain reaction and cause a second catastrophe at Chernobyl.

For the last five years, these scientists have been videotaping their efforts to uncover all of the missing fuel. Now, for the first time, foreign filmmakers have been allowed to join them in their mission to chart this alien landscape.

It's March 6th, 1991, another day of work for this team of scientists known as the Complex Expedition. Today's task is to gauge the radioactivity of some fuel discovered around the destroyed reactor. As well as radiation, they risk inhaling highly radioactive dust.

VICTOR POPOV, Complex Expedition: *[through interpreter]* Here's the plan of action. First we go to room 207/5 and then to room 308. As the first room is not too risky, you can work there for up to 30 minutes, but in the other room, no more than 10 minutes.

NARRATOR: *[voice-over]* They are led by Victor Popov, a nuclear physicist from Kiev.

Dr. POPOV: *[through interpreter]* Total time of work in the first room? Thirty minutes? Twenty-five minutes. OK, 25 minutes. Any questions? No? Let's go.

NARRATOR: *[voice-over]* They take one of the safe routes through the heart of the Sarcophagus. They have to keep up their pace because radiation here is high. To reduce the dose, Nova split the filming between two crews protected with western respirators. Expedition scientists were simply wearing cotton masks. A U.S. nuclear worker's radiation limit is five roentgens a year. These men have already received vastly higher levels.

The Ukrainian winter reaches even the Sarcophagus. There's ice on the floor, and in the final approach, electrical cables obstruct the way. Room 207/5 is one of the main experimental areas. It's walls are shielded with lead to reduce radiation. To measure radioactive decay, the scientists insert radiation detectors down a hole drilled into one of the most dangerous parts of the building. At the same time, a dosimetrist carefully monitors the group's rate of exposure in roentgens, or rad, per hour.

As they explore deeper, their patience is tested. A bureaucratic mistake means the recording technicians outside the Sarcophagus aren't ready.

Dr. POPOV: *[through interpreter]* Well, Sasha? People are waiting. For God's sake, hurry up!

NARRATOR: *[voice-over]* For the scientists, it's a familiar problem.

Dr. POPOV: *[through interpreter]* Another meter. Come on, be quick, this is no time for chewing the fat.

NARRATOR: *[voice-over]* After 20 minutes, the experiment is underway, but the dosimetrist is getting nervous about the presence of non-scientists here.

Dr. POPOV: *[through interpreter]* Let's go.

NARRATOR: *[voice-over]* It was time to leave.

Some areas of the Sarcophagus are not as contaminated as others. This is the control room of reactor number four, where all of Chernobyl's troubles began.

Until the ill-fated day of April 26th, 1986, Chernobyl's power plant was a success. Its energy output exceeded all expectations, and its safety record was untarnished. So when a safety experiment was scheduled to run that day, control room operators went about their business with a familiar air of confidence. The purpose of the test was to evaluate the reactor's response to a loss of electrical power, but what they failed to understand was just how unstable their Soviet-designed reactor would become when operating at low power.

All reactors operate on the principle of nuclear fission. In the presence of uranium fuel, neutrons split the uranium atoms in what is called a self-sustaining chain reaction. The energy released heats the fuel. Water circulates over this fuel. Some of it turns to steam and powers a turbine, which generates electricity. Then all the water is recycled and returns to cool the core.

At Chernobyl's reactor number four, the uranium is contained in 1,700 separate tubes surrounded by blocks of graphite that help to keep the chain reaction going. Control rods that absorb neutrons and thus slow the chain reaction are raised out of the core to increase power and lowered to decrease it. For safety, a minimum of 30 control rods should remain in the core at all times.

The coolant water absorbs extra neutrons and helps to regulate the rate of the chain reaction. The danger of this reactor's design is that if water is lost or boils away, the extra neutrons can speed up the chain reaction until the reactor is out of control.

This is what happened at Chernobyl in 1986. A massive power surge led to an explosion, spewing hot metal and radioactive particles high into the sky. Fires ignited on the rooftop, putting three other reactors at risk. Firemen rushed to the scene and put out the flames in a desperate but final act of heroism. Lethal doses of radiation claimed most of their lives. They were among the

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first 31 victims to die in this unfolding tragedy.

But a more insidious battle lay ahead, for it soon became apparent that the core was glowing red-hot. Soviet scientists feared the worst.

Dr. POPOV: *[through interpreter]* Was it possible for an explosion to happen again because the reactor remained out of control? Were the conditions inside the reactor such that another catastrophe might occur? This was the most pressing question. And our main efforts were aimed at finding out whether a self-sustaining chain reaction was possible.

NARRATOR: *[voice-over]* As this Soviet footage shows, the military attempted to bomb the reactor with neutron absorbers and other chemicals. Several pilots flew straight through an invisible plume of radioactive particles, and died soon after. Despite their valiant efforts, almost no neutron absorbers got into the core. Then, on May 6th, 1986, the emissions stopped. It appeared that the fire within had finally died out.

The reactor is now surrounded by the Sarcophagus. The explosion had thrown the 2,000-ton reactor lid in the air. It fell on edge into the mouth of the reactor vessel. Pieces of the core were scattered all around.

The rooftop was littered with debris. Fuel rods and graphite blocks, radioactive in the extreme, had been spat out of the reactor. Before the Sarcophagus could be built, these pieces had to be pushed back into the reactor ruins. Soviet and western robots were used. All failed. Either the radiation destroyed the electronics, or they got trapped in the debris.

1st SOVIET SCIENTIST: *[through interpreter]* It went in there, went in and broke down.

2nd SOVIET SCIENTIST: *[through interpreter]* It hasn't shifted a single graphite block.

3rd SOVIET SCIENTIST: *[through interpreter]* Do you see those pipes lying there? They got caught in the track.

4th SOVIET SCIENTIST: *[through interpreter]* It says "Joker." I can't see any joke.

NARRATOR: *[voice-over]* This was the first of many occasions that members of the Soviet army were used in place of robots. The general in charge was Nikolai Tarakanov

NIKOLAI TARAKANOV, General, Soviet Army: *[through interpreter]* Now, my dear comrades, you're to go in teams of four, not six. You'll be given one minute to complete the following mission. Look at your colleagues, they're running quickly through this opening and then around the corner. You will be accompanied by a lieutenant. Along the wooden platform to the operational area.

There it is, do you see it? I'll point it out to you. There it is. There you'll find some large blocks of graphite each weighing 40 to 50 kilograms. Is that clear? Each soldier must take four blocks. Carry the four blocks to the pit and throw them in. But don't go too near the edge of the pit. Go only as far as this steel railing.

Look, they're doing it correctly. That's correct. Are you with me?

NARRATOR: *[voice-over]* It was a desperate solution. In all, 3,400 men made these roof runs. With bitter irony, they were given the name of "biorobots."

Acute radiation syndrome killed many firemen immediately after the accident. Senior officers were therefore well aware that such radiation could kill in under an hour. In theory, trips were timed to limit each "biorobot" to the very substantial dose of 20 roentgens. Some soldiers got it in under a minute.

Gen. TARAKANOV: *[through interpreter]* Yes, but you see, the lead tunics and the especially impregnated costumes provided some degree of protection. But the most important defense for the soldiers was the time of exposure. Why did the firemen die? Because they worked out there for a full hour. It was so reckless. Of course, I don't know what the consequences of 20 roentgens are going to be. It's a large enough dose to make you seriously ill. As for their prospects, I don't think there is any reason to be optimistic.

[to soldiers] I present you with this certificate and the money due to you. I wish you good health and hope you become a general.

NARRATOR: *[voice-over]* Illness did not appear immediately, but the optimism of the time would turn to bitterness. Five years later, in a cemetery outside Moscow, the general visits the grave of one of his men, Anatomy Kercherenko [sp?]. With him are Kercherenko's widow and son. This "biorobot" died of a heart attack, aged 39. It's difficult to prove that radiation was directly responsible for his death, but Tarakanov has no doubts about other fatalities.

Gen. TARAKANOV: *[through interpreter]* Our high-ranking medical officials have pretended that these cases of illness and death have no connection with people's work at Chernobyl. I find this attitude immoral. I know that deaths and diseases have been provoked in many of our boys by radiation and by nothing else.

NARRATOR: *[voice-over]* It is impossible to predict how many other "biorobots" will suffer early deaths, but they are a terrible reminder to those now working in the Sarcophagus of the risks of dealing in high radiation. General Tarakanov himself has been seriously ill.

Gen. TARAKANOV: *[through interpreter]* When I learned that I had acute radiation syndrome, naturally I hoped to survive, thanks to modern medicine, because it wasn't as if I had 500 roentgens or even 200. With all the medical treatment I received, I should survive. But for how long will this keep me going? I of course don't know. This year I started to cough again, and I get tired very quickly. I'm visited by the thought that I may have to depart this world quite soon, but I personally am not afraid of this. That's fate. C'est la vie.

NARRATOR: *[voice-over]* The "biorobots" were just some of the 600,000 workers involved in the clean-up and construction of the Sarcophagus. Everything about it was gargantuan. The workers were forced to build onto the damaged concrete of block four. In less than three

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months, they were finishing perhaps the most difficult civil engineering task in modern history, but this feat was undertaken at great personal cost. Nearly half of these workers received more than the official limit of 35 roentgens. Only time will reveal the price they paid in their haste to contain the damaged core.

By the end of 1986, the Sarcophagus was sealed. The problem seemed buried, and the world turned its attention to the effects of the fallout. At the time of the accident, a sinister plume of radiation was propelled several miles into the atmosphere. The majority of the fallout settled over the Byelorussian/Ukrainian breadbasket, forcing more than 140,000 people to evacuate. But significant levels also rained down on scattered sections of Europe, where long-lived radioactive elements can still be detected in the livestock and food supply. All told, the radioactive particles rode wind currents and the jet-stream to over 20 countries worldwide. Ultimately, this radioactive debris touched down on some three billion people living in the northern hemisphere.

In the town of Pripyat, less than two miles away from the reactor, news of the accident was slow to arrive among the population of 45,000 people. Meanwhile, 16 weddings were performed, a soccer match was held, and children played outdoors in sandboxes. Sunbathers basked in the sun's warmth, not realizing they risked a dangerous radioactive burn.

Fortunately, the people of Pripyat and the other five and a half million inhabitants in the surrounding republics were spared the worst of the initial blast of radiation. The plume had carried most of the radioactive material high into the sky.

But in the days to follow, the smoldering reactor emitted even more radioactive particles lower into the atmosphere. Rain delivered the greatest fallout to some farms and villages. There is concern that the people living in these so-called "hot spots" may now have a higher than normal incidence of thyroid disorders and leukemia, but this is difficult to prove in a country that sorely lacks data on existing health problems. There simply is no solid basis for comparison.

Nevertheless, scientists have come up with estimates of Chernobyl-caused deaths based on past research, primarily from Hiroshima and medical radiation treatments. Over the next 50 years, some scientists forecast anywhere from 5,000 to 20,000 Chernobyl-caused deaths worldwide. Several independent estimates run many times higher.

An early consequence of radiation exposure is leukemia, which appears to be showing up now, five years after the accident. Children are especially vulnerable. Even with the passage of time, the truth may never be known, yet no one can deny the stress and confusion that continues to plague the Soviet people.

But in the immediate aftermath of the accident, the possible long-term consequences of radiation exposure were far from the minds of the scientists. Their mission was to find the missing fuel which threatened to spark a second explosion. This was the first time the scientists would work together. They were sent into block four. They started searching in the basement rooms.

Dr. POPOV: *[through interpreter]* At that time, there were no places which were not dangerous in the block, not by normal human standards. It was dangerous for everyone. We were going into fields of 100 and 200 and 250 roentgens per hour, so we rushed back, and such situations might spring up quite unexpectedly. You walk down a corridor and there's one to five roentgens, and then you turn the corner and there is 500 roentgens. So of course you turn back right away. You have to run. It was really dangerous.

YURI BUZULUKOV, Complex Expedition: *[through interpreter]* From time to time, we worked very near the reactor, probably 10 meters away from the very core. There were a few concrete walls two to three meters thick separating us from it. Sometimes we were visited by the thought, "If an explosion happens now, this would be the end of us." But I'm a calm person by nature, and I'm able to think in terms of probability, so I understood there was an element of danger, but the job had to be done. So I took a calculated risk and carried on. We all realized that an explosion might occur, and if so, we would all be left here.

Dr. POPOV: *[voice-over]* There were people who just couldn't bear these conditions, and had to leave. Of course, we were never offended. We never thought they were cowards. You can't think that. If someone can't stand it, then they shouldn't be here. If you can, then you work. Some people became very distressed. That was a problem in itself.

INTERVIEWER: If anyone had said to you, five years ago, that you would have to work in areas of radiation of 200 roentgens, would you have believed them?

Dr. POPOV: *[through interpreter]* No! No! This is no place for people. The fact is, there is no technology, there are no means that would let a person work safely in these conditions. That's very unfortunate. Therefore, it would be better to ensure that such a catastrophe never happens. Then we wouldn't have to work in such high levels of radiation. But now, there is no alternative, and we know that it's not doing our health any good, but somehow the problem must be solved. There is no way around it. In time of war, things are also bad. Bullets are flying around, it's better to stay home. But someone has to go to war. This is a similar situation.

NARRATOR: *[voice-over]* Their dangerous quest continued in block four throughout the summer of 1986. Even though they burned their way through concrete walls, no clues to the missing fuel were found. Some high-radiation rooms they entered contained pieces of fuel rods. Without robots, they had no choice but to collect them manually.

But these fuel rods could not explain the large amounts of radioactive heat they were finding in the building. The breakthrough came in December, 1986, deep in the basement of block four. Here they discovered

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an intensely radioactive mass. Unable to approach it, they rigged up a crude wheeled camera to take a look.

The mass was more than two meters across, and many tons. Because of its shape, it was christened the "elephant's foot."

Dr. BUZULUKOV: *[through interpreter]* It was very impressive, especially as it was lit, being a very dangerous place. It looked very beautiful and the radiation level on the surface was 10,000 roentgen per hour. It made us treat it with the utmost respect. To approach it meant certain death.

NARRATOR: *[voice-over]* Getting a sample was essential, but even with special robots the "elephant's foot" resisted all attempts.

Dr. BUZULUKOV: *[voice-over]* After that, a good idea was put forward. If all else failed, we could try firearms. First, we turned to the army. The army sent us to the police. The police sent us to the KGB. And finally we tried the police again, who supplied us with an automatic. They lent it on the condition that we would use their volunteer, a very nice, charming man who would shoot specific targets which we indicated to him. We used our famous Kalashnikov [sp?] gun, which satisfied our needs.

The next day, without any difficulty, he shot all 30 rounds at the targets that I pointed out to him with the help of a video camera. He was very calm about it. Eventually, we got samples from the lower section, and it so happened that we shattered the upper part completely because, to our pleasant surprise, it consisted of many layers, like the bark of a tree. After each shot, some of the bark would peel off, and we would start on the next layer, and so on.

We obtained a huge number of samples, but we spoiled the beauty of the "elephant's foot."

NARRATOR: *[voice-over]* Analysis showed that sand from the reactor area had absorbed the hot nuclear fuel and fused into glass.

Dr. BUZULUKOV: *[through interpreter]* The fact that it was melted sand, in fact, silicon dioxide mixed with a large amount of fuel, gave us the idea for the first time that maybe a large amount of fuel had escaped from the reactor in this way. In short, this discovery made us look for nuclear fuel in this particular form. So this was a major breakthrough, vital for the future direction of our research.

NARRATOR: *[voice-over]* The "elephant's foot" was deep in the basement, but where had this molten lava come from? The scientists decided they now had to find a way to inspect the reactor itself. The nearest accessible point was room 207/5, and it was here they started drilling. Large amounts of radioactive dust made it hazardous work. The engineers were brought in from the oil industry. Drilling went on for 18 months before they broke through to the reactor vessel in the summer of 1988.

What they saw confounded all expectation.

Dr. BUZULUKOV: *[through interpreter]* There were a lot of predictions about what we would see there, but everyone agreed that there would be a more or less damaged reactor core, that is, pieces of graphite interspersed with distorted fuel rods. But once a hole had been drilled into the side of the reactor vessel and we looked in there, the sight that met our eyes was totally unexpected.

The reactor was completely empty. No one had predicted this, and after the first moment of surprise, we faced the huge question, where had it gone?

NARRATOR: *[voice-over]* If even five percent of the core was intact, it could unleash a chain reaction. A second camera lower down revealed merely a few solitary graphite blocks at the bottom of the reactor. The entire structure of the core and all the uranium fuel had vanished.

Dr. BUZULUKOV: *[through interpreter]* Normally, this structure is made of fuel-graphite-fuel-graphite-fuel-graphite. When we discovered that this structure no longer existed inside the reactor, then we knew that it was scarcely possible for such a structure to form by accident. Therefore, from the point of view of nuclear safety, it certainly seemed like good news.

NARRATOR: *[voice-over]* But if the fuel wasn't inside the reactor, where had it escaped to? Attention switched to the intensely radioactive rooms underneath the reactor. They could detect ferocious amounts of heat and radiation in this area, and had to see what was causing it. No robot could get through the narrow access, so they strapped a camera to a toy tank, bought for 15 rubles from the GUM department store in Moscow. The pictures were poor, but they seemed to suggest the presence of another large mass.

Once again, without robots, the expedition resorted to human effort. They struggled for a year to get to this room, next to the reactor. Just one hour in this radiation would give U.S. nuclear workers their annual limit of five roentgens. Through a broken inspection window, the scientists rigged up a track for a camera dolly to try to get their first pictures from below the reactor.

The destruction underneath the reactor staggered them. But even using this remote camera, they could find no sign of nuclear fuel. With all options exhausted, the difficult decision was made to continue the exploration with the scientists. Although they were putting their lives at great risk, the consequences of a second accident were too grim to contemplate. They felt they had no choice but to go.

The trip was led by Konstantin Checherov. It would be the most dangerous area the Complex Expedition had ever investigated. The stress is almost palpable.

1st COMPLEX EXPEDITION MEMBER: *[sharing cigarette]*

[through interpreter] A last puff before the battle.

NARRATOR: *[voice-over]* These men were much more informed about the dangers of radiation than the soldiers had been. These pictures were taken by one of the scientists.

After trampling over graphite reactor blocks, they came across concrete steaming from the heat of nuclear fuel below. It was then the explorers saw the lava.

KONSTANTIN CHECHEROV, Complex Expedition: *[through interpreter]* Maybe I will seem bad if I

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say this, but I felt the joy of a researcher. When I realized exactly what I was finding, it was sheer delight. It's comparable to the excitement of a volcanologist studying the lava flow of volcanoes. It's amazingly interesting, inspirational. You can see the flows and how they've even set while it was still pouring out. In some places, the outflow didn't melt completely. It is spectacular. Then, on the surface, new crystalline forms appear; that is to say, new formations, bright yellow, on a black background. People interested in rocks have the opportunity to see something totally new here.

NARRATOR: *[voice-over]* They named the new crystals Chernobylite. On the way back, they saw something else dramatically new.

2nd COMPLEX EXPEDITION MEMBER: *[through interpreter]* It's 1,000 roentgens there! What are you up to?

NARRATOR: *[voice-over]* A thousand roentgens will kill in under an hour, but here was direct evidence of what had actually happened after the accident. The explosion had forced the reactor base to drop four meters. The nuclear fuel had escaped through the gap, and remnants of lava were still clearly visible.

There was intense excitement on returning from their mission. For the first time, they now had a clear picture of the events after the accident. The explosion had not only blown the reactor lid off, it had also forced down the reactor base. Melted nuclear material had poured out of the reactor vessel and spilled into the rooms and corridors below. The explosion also dislodged the sand that is routinely packed around the reactor vessel. The sand and nuclear fuel formed a molten lava that flowed downhill. At this point, it cooled into the "elephant's foot." Elsewhere it burned through concrete and drained down tubes to form other unusual shapes.

At least 50 percent or more of the nuclear fuel is thought to be trapped in this glassified form. The scientists continue to look for signs of increased radioactivity, but they believe that chances of another chain reaction are now very low. Even the most sober Soviet scientist couldn't hide his elation.

But just as the nuclear risk has receded, another problem has come to replace it. It's now the greatest safety risk from Chernobyl today. Built in great haste on damaged concrete structures, there is now clear evidence that the inside of the Sarcophagus is starting to fall down.

Dr. POPOV: *[through interpreter]* The upper part of the building is in a bad state. The pressure from the explosion, that is to say, the shock wave, struck the walls, and the top of the building opened up like a flower. You can see that these massive walls and pillars have moved outwards from their positions and stayed there. The upper part of the building remains a big problem, and it is very hard to predict what might happen. Will it remain standing, or will it collapse? You just can't tell now. There's just so much dust, so much dust. That's the picture you get inside.

NARRATOR: *[voice-over]* If debris falls on the 30 tons of highly radioactive dust, the resulting cloud could escape into the environment. They've already had one emergency. Three years ago, some drilling equipment fell, kicking up a dangerous cloud of radioactive dust. The expedition chief evacuated the Sarcophagus immediately.

ALEXANDER BOROVOI, Head of Complex Expedition: *[through interpreter]* When we entered those rooms under the reactor where the machine tools were kept, the dust was so thick you could hardly see. Suddenly, out of the fog, there came a voice demanding my pass. It turned out that everyone had been evacuated except for the sentries, and they couldn't leave their posts without an officer's order. They said to me, "You are a civilian. We cannot take orders from you." I told them in the most convincing way that if they stayed there for another five or 10 minutes more, they would no longer need to evacuate. They would be staying there forever. This had the required effect, and they charged off. We entered the rooms, one by one, and started spraying water from hose pipes until the dust settled.

NARRATOR: *[voice-over]* It took two weeks on that occasion before the dust was brought under control. The health effects of this radioactive dust are now a matter of great concern. Every two weeks, the scientists face an unpleasant task. They have to go up on the Sarcophagus roof. Each brief trip gives them around half the U.S. annual limit for radiation workers. Their purpose is to get samples of the alpha-emitting plutonium dust known as hot particles. They're caught on these sticky frames.

Nuclear weapons tests have shown that hot particles are dangerous to the lungs. The Chernobyl scientists quickly investigate their samples.

Dr. BOROVOI: *[through interpreter]* Now we work more cautiously, hoping it's not too dangerous, but we want to know for certain, because it's our lives we're talking about. It's not much fun being a guinea pig. We'd like it to be tested on real guinea pigs, not us.

NARRATOR: *[voice-over]* The risk of plutonium dust blowing away has led to some rapid engineering: dust-suppressing rain. In a nuclear emergency, it could also contain neutron absorbers. This is the only defense against what they now think, at the very least, is a serious threat.

Dr. BUZULUKOV: *[through interpreter]* With this dust, if some part of the Sarcophagus collapses, as I'm sure it will, then the dust will escape to the outside. Maybe it won't be a great disaster for those just outside the power station, but at the plant itself, where thousands of people work, there will be heavy contamination from this dust. As for the dust inside the Sarcophagus, there is an enormous mass, and the enormous mass and great mobility of this dust now represent the most real danger from the Sarcophagus.

NARRATOR: *[voice-over]* Surprisingly, the structure contains many holes, but they were constructed to dissipate the heat generated at the time of the accident.

Dr. CHECHEROV: *[through interpreter]* The building has a considerable number of holes, but these

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holes didn't appear by accident. It was never meant to be hermetically sealed. The surface area of these holes is quite substantial, 1,500 square meters, and individual holes can measure two, six or even 10 square meters. If conditions permitted, you could drive a car through them. There are birds flying in and out. The Sarcophagus has a life of its own.

NARRATOR: *[voice-over]* But the biggest single item that could collapse is not the concrete debris. It's the 2,000-ton reactor lid, nicknamed "Yelena." These remarkable pictures were taken earlier this year, and they showed the scientists at work in an area of extreme radiation, exploring the reactor lid itself. The purpose of this particularly dangerous trip was to check for movement in the position of the lid. At the moment, it's supported by crushed and rusting steampipes, but the scientists' conquest of Yelena may be shortlived. Precariously placed in the mouth of the reactor vessel, there is now much concern that if Yelena falls over, the resulting dust storm could be enormous.

Moscow, and the Institute of Atomic Energy. The director of the institute is also President Gorbachev's scientific adviser. Academician Velikhov is giving no guarantees.

INTERVIEWER: How long do you think Yelena will sit in its present position?

EVGENY VELIKHOV, Director, Kurchatov Institute: I have no idea.

INTERVIEWER: Is it possible to say in months or years, you're talking?

Dr. VELIKHOV: Mmm— I hope years, but of course if you— again, the problem is, if something happens in another corner, and propagates to Yelena, what happens? Because generally, construction around Yelena is quite strong, but the collapse of the building may ignite some movement. The problem is not the part of Sarcophagus, the problem is in general, because the roof is based on some support, and this support is based on the building, and the building is damaged, and altogether this is a problem.

INTERVIEWER: How long do you think the present structure of the Sarcophagus is safe for?

Dr. VELIKHOV: No, I have no prediction. We have many estimations, but I do not wish to make any prediction. I need much more discussion of this.

NARRATOR: *[voice-over]* To make matters worse, the lava inside the Sarcophagus is starting to turn into more dust. The head of the expedition says urgent intervention is needed to avoid the risk of a radioactive dust accident.

Dr. BOROVOI: *[through interpreter]* If, in the course of the next five years, we don't make some very important structural changes in the Sarcophagus which will reduce the risk, then in five to seven years that risk will become a reality. It won't be a small probability written on paper. It will be a constant expectation.

NARRATOR: *[voice-over]* In a tiny decontaminated apartment live members of the Complex Expedition who will have to do that work. Vodka is forbidden within the Chernobyl zone, but these scientists tend to bend the rules.

INTERVIEWER: What's the biggest problem you face in your everyday work inside the Sarcophagus?

Dr. POPOV: *[through interpreter]* Poor facilities, completely miserly financing, totally inadequate conditions for workers in the Sarcophagus. We have difficulties with literally everything, the shortage of working clothes and even socks, and of course an invincible bureaucracy.

Dr. BOROVOI: *[through interpreter]* The main thing is lack of robotic technology.

Dr. BUZULUKOV *[through interpreter]* No, in fact the bureaucracy is the worst problem, and everything else springs from that.

Dr. BOROVOI: *[through interpreter]* Exactly. It's directly connected with our work. Here's an example. For the last two months, practically all research work in the Sarcophagus has been shut down because the necessary paperwork has been traveling from one level of authority to another, and never reaches the final decisionmakers. That is, these papers just lie around on desks until we come along and push them onwards. They require constant attention, so that each official receives the necessary paperwork at his workplace. And only then is the document signed and stamped so that work can begin. Two months.

INTERVIEWER: If you need to get important work done, how do you avoid your dosimeter producing too large a reading?

Dr. POPOV: *[through interpreter]* You're treading on dangerous ground.

3rd COMPLEX EXPEDITION MEMBER: *[through interpreter]* That's an unfair question.

Dr. POPOV: *[through interpreter]* That's our secret.

INTERVIEWER: What are the consequences for you as individuals, of not having sufficient technology? Do you get extra radiation dose?

Dr. POPOV: *[through interpreter]* The fact that a team of scientists working here is able to persevere under these conditions is a type of natural selection. We don't throw ourselves headlong into areas of high radiation. We don't pick up anything we see, we don't go wherever we want, by no means. We know very well where work has to be done quickly, and where we should not go at all. It takes time, but we are not robots, we're living people, and our endurance is not unlimited. We're fully aware that at some point our strength will fail, and then we shall have to leave.

INTERVIEWER: Why have so few foreign scientists been to look at the work that you do in the Sarcophagus?

Dr. BUZULUKOV: I think that the first reason is our bureaucracy. It is difficult for that one reason. *[unintelligible]*, force and power of our bureaucracy.

Dr. BOROVOI: We don't understand this. *[through interpreter]* We don't understand why this is actually happening, because there is no good reason why so few foreign scientists come here.

Dr. POPOV: *[through interpreter]* And I think it would be a good idea to ask this question at a higher official level.

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NARRATOR: *[voice-over]* At a higher official level, they will also have to decide what to do next with the crumbling and leaky Sarcophagus. There are seven official options, but these are the principal ones. It could be permanently entombed in concrete, but it would then be very hard to monitor the risk of the remaining radioactive material. It could be covered very cheaply in sand, but sand is a good insulator, and the fuel might overheat. The most expensive option is a second Sarcophagus. It would be airtight, allow work inside and might perhaps be dismantled in a few centuries.

The technical impasse prompted the scientists to make their first-ever appeal for international collaboration.

Dr. BOROVOI: *[through interpreter]* We very much want this matter to go beyond our department and even abroad. We are prepared to give any information to those who would take part in the project in order to get interesting suggestions as of what to do next. Never before on the surface of the earth has there been a structure like the Sarcophagus. It is, sadly, the most notorious of all buildings. Only through a joint scientific and engineering effort will we come up with the best solution, and we are promoting this idea in many different ways.

We have suggested to our leaders that there should be an international effort. I don't know how they will respond to this, but we are fighting for it.

NARRATOR: *[voice-over]* So far, the Soviets have dealt with the problems of the Sarcophagus almost entirely on their own. To date, there's not even been an official visit to the Sarcophagus by the International Atomic Energy Agency. In the fifth year of the accident, the scientists struggle on without adequate robots, proper protection or technical support. The costs are becoming apparent.

Dr. POPOV: *[through interpreter]* We have had a loss in our group. Two years ago, our comrade Kolya Basur [sp?] died, not from radiation. His heart simply gave out. You could say that's the most popular way to die here. I don't know of any cases of acute radiation syndrome among the people I work with. Although we know the firemen suffered from it, as did the people at the station, we did not. Among us, heart failure is more typical.

Kolya was 43, full of life. He just had a baby daughter.

Dr. BOROVOI: *[through interpreter]* I often think about my friends and colleagues. I worry about them a lot. Medical science cannot predict what might happen in decades to come. They are mostly young. I hope this work doesn't tell on them.

I wonder which of us, in 10 years' time, will not have suffered any illness. Basically, I will think about my comrades, about those who are still working here and those who, sadly, are no longer with us.

We have some photographs on the wall here. The first one is of Valery Ligasov [sp?], and the last one is that of Kolya Basur. I would really like to think that we won't have to add any photos to this collection for a very long time.

NARRATOR: *[voice-over]* The Sarcophagus was built at vast human and financial cost. Soviet scientists no longer view the missing fuel as a risk, but are certain that if no action is taken, there will be a radioactive dust accident. International collaboration may help prevent that accident, and find a way to cope with a building which may have to last longer than the Pyramids.

Dr. BOROVOI: *[through interpreter]* If you take the problem as a whole, we have had very few victories. We have to evacuate people to places further and further afield. It turns out that people's health has been compromised to a much greater extent than was initially believed.

I'll be frank with you. We've not succeeded in either reclaiming the contaminated land for farming or in making it safe to live on. About the only place we've had real success and can consolidate the success is the Sarcophagus, and it seems to me that it's very important, if only for psychological reasons, for the hundreds of thousands of people involved in the Chernobyl catastrophe to eliminate this monument forever.

Program Credits

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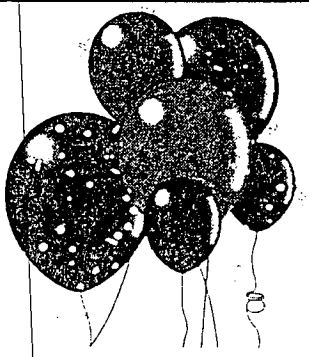
Treasure Island
C•A•S•I•N•O B•I•N•G•O

EMPLOYEE Newsletter!

Issue No. 10 January 1992



Holiday Party Big Success

I'm going to try and list all the winners during our Holiday Party on December 9th.

Besides the gaming winners there were over 200 prizes donated by vendors were given to employees There was also 40 gift certificates from Wiederholts donated by Treasure Island. Those names I do not have but each of you know that you are special and YOU ARE A WINNER!

The blackjack tournament was not as full as expected but ten times as much fun as any one thought it could be. Winners of the afternoon session were: Tom Alves, Jon Pierson, Bob Plaszcz, Dave LaBarre, Gene Kasel, Todd Shidler and Shawn Ryan. Winners of the evening session were: Jon Pierson, Marc Harer, Eric Reinhart, Kohn Varachek, Al Moffat, Shayne LaForge and Eric Matz.

There was 26 names drawn at random for the Toys for Tots - and Food Shelf donations. Those winners were: Martha Taylor, Bruce Smith, Mike and Barb Ryan, Nyle Rothouse, Kim Johnson, Joe Johnson, Cindy Curtis, Barb Safe, Vine Wells, Ken Daley, Paul Donnlinger, Dona Wright, Susan Koepke, John Campbell, Sharon Simpson, Helen Doose, Melanie Dow, Judy Hunt, Ramona Towner, Jim Doucherty, Deane Colman, Dennis Betcher, Richard DeAngeli, Lloyd Gath, Linda Huth and Dawn Jilk.

There were 155 bingo packages sold! Diane McGrath was a one person cheerleading team. Everyone enjoyed her happiness at winning!! Other big winners at bingo were: Bingo Bob Hughes, Burnette Dressen, George Densley, Dona Wright, Vicki Longsdorf, Dora Boe, Joyce Daleiden, Terry Johnson, Sue Sebion, Chelsa Levers, Judy Preble, Laura Mills, Laura Waldron, Jane Downs and Lisa Offenhauser. If I've forgotten anyone, please forgive.

The employees at Treasure Island Bingo and Casino have a LOT, LOT, LOT to be thankful for this holiday season. The Tribal Council contributed over $4,000 to help make this a good Employee Day for all of us. Please give them a big thank you when you see them.

The Tribal Council members are Jim White, Vine Wells, Johnny Johnson, Edith Pacini and Lucy Taylor. WE THANK YOU AND WE APPRECIATE YOUR SUPPORT!

FROM ONE TO ANOTHER.....

J.W. from the Restaurant would like to thank C.K., K.E., and R.K. for helping out

Valentine - Treasure Island Exhibit ___

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

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NEW HIRES AS OF 12/19/91

Blomquist, Alan	Casino
Coffel, Lena	Bingo
Dietze, Manfred	Adminis.
Donnay, Karri	Marketing
Gaughan, Mary	Casino
Grobe, James	Casino
Ila Troy	Casino
Kaiser, Melissa	Casino
Lamoreaux, Michael	Marketing
McIntyre, Brenda	Casino
Rieck, Jason	Casino
Thomas, Gloria	Marketing
WELCOME	WELCOME

PROMOTIONS

Langenfeld, Kenneth	Casino
Peterson, Brian	Casino
Warren, Barry	Restaurant

CONGRATULATIONS!

JANUARY BIRTHDAYS!!!

Castillo, Judy	1
Mach, Sheryl	1
DeGidio, Virginia	2
Schaumburg, George	3
Ortwerth, Chris	3
Gott, Christopher	3
Frazier, Gwen	3
Judge, Robert	3
Blodgett, Tim	4
Haugley, Francine	7
Warren, Barry	8
Dollar, Samuel	9
Stewart, Renolia	10
Rother, Jeffrey	11
Schuster, Darrell	11
Hornbeck, Nancy	12
Brathall, Jodie	13
McCoy, Neil	14
Niebeling, Gerry	14
Quinnell, Mike	15
Rice, Adam	15
Okerlund, Dorothyia	15
Kinney, David	15
Hartwig, Tonia	16
McCrae, Karen	17
Hipple, Laurie	17
Carlstrom, Brenda	17
Gangl, James	17
Null, Kimberly	17
Johnson, Coral	18
Hunt, Judy	18
Broers, Ruth	18
Mingus, Steve	19
Cedar, Sally	19
Daley, Kenneth	20
Annis, Larry	20
Holt, Karen	20
Theis, Karen	21
Wong, Larissa	21
Peterson, Todd	22
Hegner, Theodore	22
McGrath, Timothy	22
Caron, Sharon	23
Plaszcz, Robert	24
Doose, Tricia	24
Seleski, Veronica	24
Wilkins, Allen	25
Murray, Jamie	25
Jam, Joseph	26
Doose, Tim	26
Fredrickson, Christina	26
Forrest, Timothy	26
Knoll, Rose	27
Day, Shaw Marie	27
Mohn, Tamara	27
Haluska, Fredrick	28
Martin, James	29
Curtis, Cindy	29
Jacques, Jean	29
Foster, Donna	30
Schmotter, Teresa	30
Donnay, Karri	30
Johnson, Geoffrey	31
Miller, Robert	31
Jilk, Dawn	31
Farrell, Tracy	31
Harlow, Robert	31

Don't complain about getting older, some people never get the chance.

Have a good birthday day, everyone!!!

CORRECTION TO LAST MONTHS NEWSLETTER

Please note that Nolie Stewart, Faye Daley and Rita Wells are very active members of our Employee Fun Day Committee.

"Don't bring me problems, bring me solutions." Napolean quote.

Imagination was given to man to compensate him for what he is not, a sense of humor to compensate him for what he is

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ANNOUNCEMENTS.....

Effective December 4, 1991, the name of the personnel Department is changed to Human Services Department. The new director of this department is M.A. (Fred) Dietze.

The mission of Human Services is to provide for the total personnel management of present and future employees of Treasure Island Bingo and Casino. To do this, the Human Services Personnel Department will recruit and place new employees, maintain personnel files, monitor employee promotions, and administer the benefit and compensation (less payroll) programs. Additionally, in order to achieve the "total" personnel concept, the Human Services Administration Department will be responsible for the following programs: Newsletter, suggestions, safety, and employee training.

Priorities - Organization and Management

(Possible New Year's Resolutions)

1. I have all the time I need to do the really important things in life.

2. When clearer communication is needed -write down all the important things you have to do (America gets serious when we get graphic.)

3. Be an emotional risk taker. Emoters are highly effective people.

4. Set priorities by impact. Urgency is the tie breaker.

5. Negotiate priorities.

6. Practice edgesports. Examples are skiing, hand-gliding, running.

7. The Pareto Principle. The 80/20 Rule assigns 20% as high pay-off priorities while 80% are low pay-off priorities.

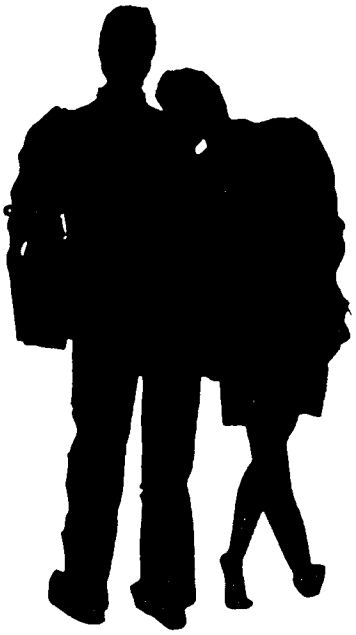
8. List the 3 strategies you can use to make the most of "In-Between" Time.

9. 7 most effective things to expand your life span. Women by 7 years and men by 11 years.
   a. No smoking
   b. Moderate exercise program three times weekly
   c. No or moderate use of alcohol
   d. Rest 7 to 8 hours each day
   e. Watch your weight
   f. Eat breakfast
   g. Do not eat between meals

10. Set 5 realistic, manageable, attainable goals for the year.

11. Set up a more effective system with dialoging and execute the levels for an efficient work action plan.

12. Praise the process after delegation.



"Yesterday is a canceled check. Tomorrow is a promissory note. Today is ready cash. Use it!!"

Don't think that every sad eyed girl has loved and lost . . . she may have got him.

Education is what a fellow gets reading the the fine print and experience is what he gets by not reading it.

PRA 02453

Results through "Insight, Inspiration, and Involvement."

Trust is a Must or the Relationship Will Bust.

Mutual trust is the basic ingredient of every effective relationship. Employers and employees, members of a team, husbands and wives must be joined in trust, or the relationship will eventually disintegrate.

Unfortunately, we live in an age where mutual suspicion has replaced mutual trust. All too often we hear people say "You can't trust anyone anymore." (Fear has become the guiding norm for too much behavior.)

When people are afraid, they close up. They become cautious, selective, and reserved in what they say and to whom they say it. They become defensive, look for an upcoming attack, or resist change and new experiences as something being done "to" them rather than "for" them.

Make a Self-Fulfilling Prophecy

The fact is you can trust most people. At Stacey's Restaurant in Traverse City, Michigan, customers pay their bills and make their own change at the cash register. For 25 years this popular restaurant has operated on the honor system, having one word printed across the top of the menu - "TRUST". Owner Julia Stathakis says, "When you trust people, they're not going to steal from you."

Quite simply, the **first** step in building trust is to trust.

Trust is a self-fulfilling prophecy. The boss who mistrusts an employee's competence, who subtly communicates that he doesn't trust an employee's judgement, and who suspiciously watches the employee every minute will soon find some behavior that confirms his mistrust. No employee does his best in that environment. On the other hand, the boss who believes in an employee, who trusts an employees' intentions, judgement, and competence will have an employee that blossoms. In that environment the employee feels supported and encouraged, and as a result, produces better results. You tend to get what you expect. So you begin the trust-building process by expecting the best from others.

Trust Building Steps

The **second** step is honesty.

While most people think of themselves as honest, they don't see anything wrong with being a little dishonest. They rationalize "little white lies," exaggerations, or minor distortions of the truth as insignificant.

But what would you think of a department manager who says "my people are really upset about this new policy," but when the truth is known, there were only two minor complaints? Wouldn't you begin to doubt that manager's honesty on other issues as well? Mutual trust starts with your total honesty, even at your expense. No exaggerations, no cover-ups, no distortions, no little white lies - just complete honesty.

The **third** step is admitting your mistakes.

It's hard to work with someone who never admits being wrong. But if others know you will admit being wrong they will have more trust in you. They will see your comments as authentic rather than motivated by a vain attempt to preserve your ego.

Golfer Arnold Palmer does it. On various occasions he has given himself a one-stroke penalty for rules infractions that no one else has noticed. Even though he has astonished spectators and officials with his openness and even though he has jeopardized thousands of dollars in prize money, he has earned the public respect. So be a Palmer! On occasion say, "I made a mistake. I was wrong."

Finally, respond with acceptance and support when others self-disclose.

When someone takes the risk of being open, of sharing his thoughts and feelings, of trusting you with his "insides", reward him with your response. Listen without interruption. Self-disclose your own thoughts and feelings. Show him that his trust was not misplaced.

That doesn't mean you have to agree with him. It just means you show your accep-

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tance for him as a person as you support his openness. Rewarded openness brings more openness and trust.

Conclusion.....

We're in the midst of a quality revolution. The companies making the greatest progress know that that also requires quality relationships built on trust.

This article was written by Dr. Alan R. Zimmerman and published in the Fall 1991 Communicare Newsletter.

Submitted by Dennis Betcher in Accounting.

The Route to Self-Trust

"I wish I were honest enough to admit all my shortcomings; brilliant enough to accept flattery without it making me arrogant; tall enough to tower above deceit; strong enough to treasure love; brave enough to welcome criticism; compassionate enough to understand human frailties; wise enough to recognize my mistakes; humble enough to appreciate greatness; staunch enough to stand by my friends; human enough to be thoughtful of my neighbor; and righteous enough to be devoted to the love of God."

The Route to Relationship Trust

I want to love you without clutching; Appreciate you without judging, Join you without invading, Invite you without demanding, Leave you without guilt, Criticize you without blaming, And help you without insulting. If I can have the same from you, Then we can truly meet and enrich each other!!!

When the doctor puts you on a diet, he usually allows you to eat all you like of anything you don't like.

Your reputation can be damaged by the opinions of others, but only you can damage your character.

A conversation is like a good meal. You should leave it just before you have had enough.

ONCE AGAIN - THE GOOD OLD DAYS

For the youth of today who were not here and those that lived through it and remember, this was the way it was. Before 1945, we never heard of radar, credit cards, split atoms, nylon, orlon, laser beams, ball point pens, panty hose, dishwashers, clothes dryers, frisbees, electric blankets, the pill, penicillin, fluorescent lights, ice makers, pizzas, Cheerios, frozen orange juice, instant coffee, or McDonalds. These were the days before Ann Landers, hair dryers, the 40-hour week, the coffee break, the minimum wage. Before disposable diapers, DDT, cup sizing for bras, Jeeps, and the Jefferson Memorial. Before India, Pakistan, Indonesia, Philippines, and Ireland became independent nations. Before Batman and Rudolph the Red-Nosed Reindeer, before FM radio, tape decks, yogurt, and the one-dollar ice cream cone.

In those days you could buy a Chevy coupe for $659 but couldn't afford it, and gas was 11 cents a gallon. People got married first and then lived together. Also, grass was mowed, Coke was a drink, and pot was something you cook in. A closet was something you kept clothes in and making out referred to how you did on an exam, and fast food was what you ate during Lent. Ah, yes the good old days.

The amount of sleep required by the average person is about thirty minutes more.

The most valuable gift you can give another is a good example.

An error becomes a mistake when we refuse to admit it.

PRA 02455

Stress Management: It's About Taking Responsibility

by Roger Mellott

How often do you find yourself saying, "This job is driving me crazy" and then blaming other people for it? If you are like most people, you probably have developed a pattern of looking outside yourself for blame and solutions when you should be looking inside yourself for both. By failing to take responsibility for our own stress, we too often become burdened with a feeling of being out of control. Regaining control depends on our doing what we say we value. This is the key to stress management.

The First Step: Determine What You Value

Many of us say we value things like a satisfying career, quality family life, education, good friends, comfort, safety and enough money to support these things. We also claim to value good health. Unfortunately, saying we value something isn't enough. Using health as an example, almost everyone says they value their health, yet according to a national study reported in *U.S. News and World Report* only 16% of Americans support their health-care needs on a regular basis. That means 84% of us *talk* about it but don't support it behaviorally. There is a conflict between what we say we value, what I refer to as "story value," and what we do, or our "behavioral value."

This values conflict occurs frequently between work and home. Most lawyers begin their careers spending most of their energy on establishing themselves professionally before starting a family or committing to a relationship. Many lawyers who set out with this goal, however, find themselves trapped in the job, either postponing a personal life or shortchanging it by giving it only leftover energy.

While values conflicts are unavoidable, we can make a distinction between "time spent" and "energy invested." Spending time at home during weekends without really being there or not having enough energy for family interferes with relationships and eventually turns them into "stories." The challenge, therefore, is to save energy for the multiple values in our lives—or learn to assume responsibility for the problems that occur when energy is misspent. Although work demands most of our energy, we can't *only* spend energy at work if we want a family, good health, and a social life.

The same holds true for law firms. Too many firms *talk* about their concern for their employees, clients and quality work. Unfortunately, the concern over billing and making money consumes so much energy that, in time, the other values receive less behavioral support. Employees will believe that what the firm really values is money, in spite of what the firm says. In the short term, a firm can thrive regardless of this conflict, but in the long run, good people quit, quality of work decreases, integrity is lost and firms lose energy.

The Second Step: Support Your Values Behaviorally Or "The Pie Theory"

Spending time on what you value is not as important as spending energy. When you wake up each morning, imagine that you are handed a cup of coffee

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and a pie. Not a cherry or apple pie, but an energy pie that symbolizes the amount of energy each of us has *each* day. We take our pie into work and spend energy on whatever projects or people demand it. We tend to think of time as finite and energy as limitless, but it's not. In most cases, we come home at the end of the day with little if any pie left over. What good is three hours of time in the evening if you don't have the energy to do anything? Eventually we find we are not spending energy on our nonwork values.

One of the consequences is that we become our own worst enemy, and before long our relationships suffer—illness increases, burnout escalates and our sense of control is lost. However, this also presents an opportunity for change as we question our value system and reevaluate our priorities.

Learning to allocate energy to support multiple values is the key to balancing our personal and professional lives. If the jobs we hold do not *enable* us to support *more* than just our career, we have to consider either changing jobs—which often is difficult—or changing how we do our job. Having passion for our work is good, but loving only work is not. If we value something, we must support it with behavior, not just words. Values demand "pie" or they become "story" values. Stress management means doing what we *say* we value.

What You Can Do To Manage Stress

1. **Empower yourself.** Take responsibility for your own stress and your own problems.

2. **Learn to set limits.** Set limits on what you say *and* on what you hear. One of the greatest wastes of energy each day is listening to difficult people, and then trying to talk them into your opinions. Spend the least amount of energy on your most unreasonable clients and the most on those whom you can really help.

3. **Increase the passions in your life.** According to the books, *Head First: The Biology of Hope* by Norman Cousins, and *Healthy Pleasures*, by Robert Ornstein, life projects, passions and special pleasures positively impact on our ability to recover from life-threatening illness by strengthening our immune system, and raising self-esteem and daily energy levels. Passions may include hobbies, such as gardening, cooking, tennis, bridge, travel, reading and music.

4. **Increase your self-confidence.** This can be done in the following ways:

   ✓ Become "change-skilled." One of the primary causes of stress is change, and change is very difficult to deal with. Control over our careers, as well as our personal lives, is important. According to research conducted at Georgetown University, there is a relationship between happiness and our willingness to *risk* unhappiness. Adversity is unavoidable and control often is unrealistic. Learning to be flexible and to be able to function even when things seem to be falling apart are essential skills and key ingredients to self-confidence.

   ✓ Increase your support systems. Friendships are important, but beware of having friends only from work. The tendency to always talk about work and work-related problems is too great. Distance from problems is ironically how some solutions get discovered. Other supports include pets, faith, special people (like spouses, parents, grandparents, etc.) and hobbies.

- ✓ Decrease your hostility. Being irritable, having a short fuse, being impatient and upset daily are all symptoms of hostility. Besides having the power to significantly shorten your life, according to research conducted at Duke University, hostility also destroys friendships, sabotages work relationships, offends clients and attracts other hostile people. Writing, exercising and talking all are vehicles for reducing hostility. Just as it takes time to become hostile, so does it take time to reduce hostility. It's a process, not an event.
- ✓ Learn how to say no. The need for constant approval may be the number-one cause of stress. When you take care of yourself, someone almost always will disagree with something you have done or said. Learning how to be "bad" is an essential recovery skill.
- ✓ Listen to your own stories, or those descriptions of why you are stressed out. Rewrite those stories that always blame other people for your stress ("it's my wife," "it's my kids," "it's my job"), and focus on how your own actions and attitudes contribute to stress. Victimizing stress does not facilitate recovery or empowerment—ownership does.

Managing stress often is thought of as simple health care: eating well, going for a run and learning how to relax. Unfortunately our complex, fast-paced lives make these approaches inadequate and unrealistic. Doing what you say you value and cultivating values beyond work will help considerably. Following your heart and your passions (beyond that of making more money) will do the rest. ■

Roger Mellott is a stress-management expert based in Covington, LA. He consults in the U.S. and abroad with major corporations on problem-solving, coping with change and enhancing recovery skills. He can be reached at (504) 892-1492.

PRA 02458

Treasure Island
C•A•S•I•N•O B•I•N•G•O
Issue No. 11

EMPLOYEE Newsletter!

February 1992

Participation: We Need Your Opinions For Your Activities

The Employee Fun Day Committee has a Sub-Committee to plan a picnic for this summer. They are open to any ideas or suggestions you may have to help them plan an enjoyable day for all of the employees here at Treasure Island. This will be a family day.

Everyone knows that events must be planned well in advance so that it can be the best possible event. Hopefully, this survey will enable that to happen.

Please call Kim Denzer, Restaurant, days at Ext. 547, Rose Mallery, Vault, afternoons, at Ext. 609 or Brenda Carlstron, Hostess, days at Ext. 573, with your comments, suggestions and ideas.

The Employee Fun Day Committee has elected officers for 1992. They are as follows: Chairman, Jerry Niebeling, Security, Treasurer, Sue Sebion, Bingo Department, and Dona Wright, Administrative Assistant, Accounting, as Secretary. It was voted in that each of the projects taken on for this year will be handled by a sub-committee, with its own chairperson.This facilitates communication between the employees and the committee and the committee and resources necessary to implement that particular project. Each sub-committee then reports to the full committee. The sub-committees provide policy and procedures for a full committee vote.

As of January 16, 1992, the Fun Day Committee Treasury had a balance of $2,542.50. Ten percent of the earnings go to local outside charities (to be decided by that sub-committee), fifteen percent of the earnings are designated for employee disasters. The remaining 75% is, as yet,

Valentine - Treasure Island Exhibit ___

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

PRA 02447

Cheer Up, You Started Aging Earlier Than You Think

The next time you hear someone complain that he is old ask him, "Old for what?"

"Old" denotes different things in different occupations and activites. A professional football or baseball player is "old" when he reaches his early thirties but a coach or a manager is just reaching his peak about 15 years later. A doctor, minister, teacher, banker or scientist at 50 years age as a rule has his finest years ahead of him. He is reaching his peak of maturity and usefulness. His mind is at its best although his body cannot stand the pace of 15 years earlier.

Fifty is about the age when those who dwell upon the passing of youthful vigor begin to get voluble about it. Often they seem to think it is something that has come upon them rather suddenly. They are not aware to what extent they aged in their twenties, and even in their teens.

For instance, muscular-reaction speed is waning by the time the average youngster graduates from high school. Hearing acuity is dulling by the age of 25, but it is such a slow process, generally, that one is not aware of a change for another 25 years.

Fortunately, as some faculties achieve their peak and decline, there are others that have yet to reach their peak. As we lose some of the muscular reflexes which help us to avoid accidental inuries, we may make even greater gains in judgement.

Because of experience and the capacity of association and evaluation of ideas and facts, we may learn faster as we grown older, especially if we refuse to accept the adage that "you can't teach an old dog new tricks."

We hear much abnout the desirability of a philosophy of life that a favored few stumble onto like a vein of gold or a buried treasure. As a matter of fact, it is nothing more than the ability or facility to adjust agreeably to changing conditions. It can be cultivated at the age of 80 as well as at 21.

Do you have flair for writing? Have some thoughts you want to share? Write a short article for the Employee Newsletter. Please send them to Jeanette Lehman in Human Resources. We could use one or two per month depending on space. We do reserve the right to edit. Thanks

---

A young couple was applying for a short-term loan. "How much money do you need, and what is the purpose of the loan?" the banker asked.

"Oh," said the bride, "we just need enough money to tide us over until we get some credit cards."

Employee Suggestion Used!

Thanks to a suggestion from Lee Nichols, Restaurant, the Gift Shop is now selling nylons. Due to a current lack of space, you may not see them displayed out front. Ask one of the girls and they will show you what is available.

Thanks, Lee.

Many thanks to the Gift Shop and the Resturant for their contribution to the Fun Day prizes. We appreciate their support.

Incident Reporting

An incident on December 27, 1991, as reported by Lori Doffing, Pull Tabs Department:

The evening session for Bingo was extremely busy. Neal Peterman did a great job selling pull tabs to all the customers. His sales were high due to his motivated attitude. I appreciate the great job he did that night and has done in the past. He's an asset to our department and Treasure Island. I would like to thank him for a job well done!

On December 19, 1991, Lori wrote the following to Kerry Krier:

During my 4 to midnight shift, I was very busy and I needed help balancing out clerks. I asked Kerry if he would help me and be an "acting" lead clerk. He balanced out three clerks and did the pull tab raffle. I want to thank him for his dedication for working past his scheduled shift and for the professionalism in which he conducted himself doing a lead person's job. Thanks, Kerry, for a job well done.

And this report written by Lori Doffing to Marylou Griffiths on December 25.

Our department was understaffed for the Bingo crowd that was here. The attendance was 417 and we only had two roamers to cover the floor. Marylou was one of the roamers. She did an excellent job selling to all the customers and dealing with their needs. I want to thank her for her motivation during this night.

Marylou's comments on this report are: I really appreciate this positive feedback. It makes my job much easier.

Well done to these employees and well done to Lori for taking the time to document these good incidents in her department! Her positive optimistic actions will certainly be evident to Treasure Island customers

PRA 02448

Birthdays For February

2 Schoeder, Eugene
2 Burchard, Stephen
2 Johnston, Marjorie
3 Conway, Michael
3 Hardin, Shelley
3 Lother, Randy
3 Jones, Chad
3 Maxwell, Mark
4 Evans, Carol
4 Miller, Sharon
4 Vagasky, Stephen
5 Danielson, Michael
6 Neisen, John
6 Johnson, Fay
6 Clemens, Cheryl
7 Wahlstrom, Charles
7 McGowan, John
7 Davis, Mathew
9 Whipple, Judith
9 Knutson, Jason
9 Ferris, Rhonda
9 Zimmerman, Tammy
10 Jacobson, Kathleen
10 Monson, Gary
10 Ousky, Tammy
11 Ballantine, Amy
11 Augustine, Matthew
11 Weberg, Lisa
12 Teats, Phillip
12 Henderson, Ronieda
12 Balster, Brent
12 Owen, Edward
12 Hemp, Steve
13 Johnson, Larry
13 Johnson, Bobbi
14 Dwyer, Jeff
14 Boe, Dora
14 Held, Diane
15 Reinhart, Eric
16 Macpherson, Alberta
17 Frandrup, Eugene
17 Mussehl, Fred
18 Owen, Lisa
18 Ryan, Barbara
19 Longsdorf, Michael
19 Linhart, Lauri
19 Dittmer, Dianne
19 Johnson, Terry
19 Beltz, Haden
20 Krier, Kerry
21 Hanson, Henry
21 Scott, Barbara
21 Jones, Victor
21 Metcalf, Rhonda
21 Glor, Dana
22 Haglund, Patrick
22 Olson, Daniel
22 Kovacs, Frances
22 Christianson, Todd
22 Lindahl, David
22 Enevold, Kim
23 Marcus, Bill
23 Husman, Michael
23 Swanson, Scott
24 Seeger, Cal
24 Vodinelich, Leslie
25 Litterer, Maureen
25 Wilson, Roger
26 Young, Tracy
26 Olson, Lynette
26 Coonrod, Martin
27 Jones, Larry
27 Treichler, Raymond
28 Haas, Sandy
28 Harer, Marc

AQUARIUS-Jan. 20 to Feb. 19, are restless, indolent, economical, pleasing and agreeable. Usually calm, quiet and seldom ill-tempered. Greatest fault is procrastination.

PISCES-Feb. 19 to March 20, are natural lovers, fickle, fruiful, easily led, honest, sensitive, cultured, fond of beauty in nature and art. Generous, pure of mind and trustworthy.

Job Postings

All job postings will be posted in the glassed-in bulletin board in the employee break room and at the Community Center. They will no longer be located at Security One. If you need a copy of the job description, please request one from Human Resources.

Health Care Benefit Update

All of us are concerned with the cost of health care. Treasure Island presently pays an average of $230 per month per employee on our health care benefit program. Currently the health care provider is reviewing the cost of the program. It appears that in the future our costs will be increasing. It is to everyone's benefit to do what they can to keep costs down. Remember, it is better and cheaper to get preventive care than to pay the costs when you are sick.

The trouble with the rat race is that even if you win, you're still a rat.

PRA 02449

New Hires As Of 01/27/92

Gregory Anderson	CASINO
Haden Beltz	CASINO
Darwin Beyer	CASINO
Justin Blattner	CASINO
Sandra Bleyle	CASINO
Bruce Bodin	CASINO
Marcine Boldt	CASINO
Valerie Carlsen	RESTAURANT
Martin Coonrod	CASINO
James Davis	CASINO
Darrell Delahousaye	CASINO
Dean Deshler	CASINO
Kim Enevold	CASINO
Kasey Gallagher	RESTAURANT
Judy Hielscher	RESTAURANT
Terri Holden	CASINO
Diane Hollihan	CASINO
Marlys Jacobson	CASINO
Sondra Keeler	RESTAURANT
Michael Kovacs	CASINO
Bruce Larson	SECURITY
David Leuze	CASINO
Traci Mach	CASINO
Diana Marlatt	RESTAURANT
Michelle Martinek	RESTAURANT
Bradley McBride	CASINO
Diane McGrath	CASINO
Alan Mills	CASINO
Jim Mohn	RESTAURANT
Shannon Nutter	RESTAURANT
Tammy Ousky	CASINO
Marion Phernetton	CASINO
Jean Phillips	CASINO
Jennifer Piotrowski	CASINO
Roger Quade	CASINO
Peter Salazar, III	CASINO
Dennis Seiz	CASINO
Sharon Simpson	CASINO
Randy Smith	CASINO
Sarah Stinson	CASINO
Jeffrey Stricker	CASINO
Daniel Truttman	CASINO
Mike Yanish	CASINO

January 4, 1992

Management
Treasure Island Casino
5734 Sturgeon Lake Road
Welch, MN 55089

Dear Whomever:

I want to express my appreciation for the prompt attention your medical staff gave me on New Year's Eve when I fell and hit my head.

Following the medical advice they gave me, my friend drove me to St. Paul-Ramsey Hospital immediately on our return to St. Paul. After an X-ray of the huge lump on my head, they decided to do other tests; and my friend finally left me there at 4:00 a.m. After completion of these tests, they retained me to do still other tests in an effort to determine the reason for my losing consciousness. They were definitely thorough in researching the cause not only giving me various X-rays but an EEG, EKG, cat scan, an echo and a sonic scan. As a result of these tests, they have determined that my losing consciousness was not due to a heart attack, stroke, seizure or any other medical factor. In as much as I had not had any alcoholic beverage, the only conclusion is that it was caused by the heavy cloying cigarette smoke and the high heat factor resulting from the large crowd in attendance.

Please thank your security and medical staff for me. If it had to happen, I wish it had happened later so that I would have been able to take advantage of the offers in the fun book.

Sincerely,

Bonnie Hartigan

Mrs. Bonnie Hartigan
3675 Highland, Apt. D-17
White Bear, MN 55110

Congratulations to the EMT Department!!

PRA 02450

Treasure Island Casino & Bingo

EMPLOYEE Newsletter!

Issue No. 12 March, 1992

DIRECT LINE

With the implementation of **Direct Line**, occasionally responses will be made by way of the Newsletter. This is being done because the ideas/concerns affect a large number of employees.

DIRECT DEPOSIT: Currently Nancy Basant (Payroll) and Fred Dietze (Human Resources) are researching this issue. They know the importance of the program and hope to have an answer by June.

PAYROLL SAVINGS: Fred Dietze (Human Resources) and Bob Hughes (Controller) are meeting with the Goodhue County Bank to discuss this issue. Hopefully by the next Newsletter they will have a response to you.

CASHING OF CHECKS: The check cashing facility here at Treasure Island will cash your Treasure Island payroll checks for a fee of $1.00 and the change that is on the check. Any other checks will be cashed at the normal fees.

LOCATION OF PAYROLL CHECK DISTRIBUTION: The current distribution of payroll checks is a system that few people like. A new system is being looked at but will not be implemented until there is reasonable assurance that it works and is better than the current one. By the next Newsletter, you will have an answer.

Valentine - Treasure Island Exhibit ___

Prairie Island Indian Community v.
Treasure Island Corp.

Opposition Nos: 91115866 and
91157981

PRA 02443

PIRATES, PIRATES EVERYWHERE YOU LOOK.

Building A New Legend for Treasure Island

There are many great and wonderful legends throughout history both real and make believe. Ever since ships set sail on the high seas they've been haunted by sea bandits also known as pirvateers, sea rovers, sea dogs, freebooters, buccaneers. . . Pirates. The biggest time for Pirating was the 300 years following Columbus's first trip to America. That's when Spanish ships called galleons hauled thousands of tons of gold and other treasures from the North and South American coasts to Spain.

A big, heavy galleon didn't get too far if a smaller, sleeker pirate ship sighted it in the distance. Often the pirates would attack the big ships straight on with cannons blazing.

Pirates offer a rich and colorful backdrop for marketing and advertising...for building a long-term and distinct legend for Treasure Island. (Captain Morgan, Blackbeard, Captain Hook, Long John Silver...all fantasy characters to the modern American. One thing that is certainly associated with a pirates way of life is TREASURE. That's why we have chosen pirates as the marketing motif for Treasure Island.

Everyone is searching for a treasure in their life...waiting for their ship to come in...striking it rich beyond their wildest dreams. That 's what the guests who come to Treasure Island are <u>really</u> looking for...their own treasure !

Treasure Island, **For the Pirate In All Of Us,** is the theme of our marketing and advertising. We want perspective guests of Treasure Island to discover the pirate within themselves. Luckily we have a distinctive and memorable name. Marketing can use the imagination within each perspective customer to reinforce a significant "share-of-mind" with respect to all the casino alternatives/competitors now advertising in the upper Midwest. Of all the competitors, Treasure Island has two distinct competitive advantages: (1) the closest casino to the Twin Cities (30 to 40 minutes); and, (2) the richness of our name. The marketing and advertising plan will make the most of both of these.

Starting in February, new television commercials will be airing throughout the upper Midwest (Minnesota, Iowa, Nebraska, Kansas, Missouri, Illinois, Wisconsin, Indiana, and Michigan). New billboards new newspaper and magazine ads will be running at the same time...all based in the richness of Treasure Island's legend.

Keep a sharp lookout...the pirates are coming to Treasure Island!

Buccaneer Buzz Words

"Shiver me timbers!" and "Yo, ho, ho and a bottle of rum. "

You may have heard pirates in the movies blubber these lines, but here's the real pirate lingo:

- **Booty** or **loot** is what pirates called the treasures they captured, which usually included gold Spanish coins called doubloons. (A single **doubloon** today is worth $8,000 to $9,000.) A smaller Spanish gold or silver coin was called a "piece of eight." It took 16 pieces of eight to equal one doubloon.
- If a pirate shouted, "I `ll give you no **quarter**," he wasn't talking about change for a dollar. He meant "I `ll show you no mercy." (Like Treasure Island will show no no mercy to our competitors.)
- A **fire ship** was a floating bomb. Packed with gunpowder and tar, it would be lit and pushed toward an enemy ship. Boom!
- To be **shanghaied** was to be kidnapped and forced to work aboard a ship. The name came about when sea traders kidnapped sailors for long trips to places in Asia such as Shanghai, China.
- The **Jolly Roger**, or pirate flag, probably got its name from the French words for "pretty red" (**jolie rouge**). Early pirates used bloody flags on their ships instead of the black skull and crossbones.
- **Captain Blackjack** was the first pirate captain to allow gambling aboard ship. Perhaps one of the

Continued on Page 3

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Continued From Page 2

greatest personal weaknesses among pirates, both ashore and at sea, was their passion for gambling. Pirates were notorious spendthrifts, seldom accumulating enough treasure to bury. But they loved to gamble with dice and cards in taverns and gambling halls (yes they had casinos then!). Captain Blackjack allowed gaming on board the ship because he knew the house had vigorish... how did you think that he was able to afford a sequined outfit??

SECURITY ISLAND

by Mark Holper

The employee parking area is slowly developing from an area where pot holes challenged the largest trucks to a civilized area. We are winning the battle with the pot holes but they don't give up easily. The lighting is greatly improved. Lake Michigan is draining away towards the great Mississippi. The new parking permits won't sail out the window or get chewed up by the cat.

That is not to say it's a perfect world. There are still many employees who are warming up for the Indy 500 on their way to and from their favorite parking spot, playing chicken with men and vehicle along the way. Please be considerate to your fellow workers and drive safely in the lots.

We are hopeful that the spring thaw will not be too great of a challenge. The drainage corrections and paving can be accomplished at that time.

OPERATIONS ISLAND

by Ron Walm

Welcome to Jim Clements, the Director of Support Services. Jim comes to us with years of experience in the hospitality and entertainment industry. He is responsible for the Food Service, Customer Service, Building and Grounds, Gift Shop and Medical departments.

Congratulations to Gene LaRiviere, the new Table Games Manager and to Ron Stock, the new Cash Operations Manager. These individuals have given the extra effort and time necessary to develop Treasure Island into the premiere entertainment facility in the area.

Please join me in welcoming and congratulating these individuals, and give them all of your support and cooperation as they proceed in their new areas of responsibility.

HUMAN RESOURCES ISLAND

by Fred Dietze

In the near future we will be having another grand opening for our Casino. That will include new tables, new slot machines, some much needed office space, new banquet rooms, and another employee break area. If that sounds impressive, it is. But that is only the beginning.

The future also holds A MAJOR RESORT HOTEL and MUCH, MUCH MORE.

Where are you in all of this? Any place that your skills and talents will fit. We want to offer you career growth and promotion opportunity, but you must grow with us. If you are lacking skills, now is the time to get them. If your work habits haven't been the best, now is the time to improve them.

As Treasure Island grows, grow with Treasure Island. The future is yours.

BUILDING EXTRAORDINARY CASINO CUSTOMER SERVICE

The Competitive Edge

Large and small casinos alike have begun to realize that trying to compete solely on marketing strategies and give-away programs is not good business. Competing on the basis of casino differentiation is becoming increasingly difficult. What builds a solid customer base is the ability to make the guest feel comfortable and eager to return. That can only be accomplished by every employee having an attitude that the customer is supremely important and being committed to make that guest feel as comfortable as possible. Every porter, maintenance person, cashier, dealer, host, manager and any other customer-contact employee must create an environment in which each decision and action is designed to make the customer's experience better than it would have been had the guest been dealing with the competition. Treasure Island must focus on the quality of the customer's experience at every level in the organization.

SERVICE is not A competitive edge; it is becoming THE competitive edge.

"I found that when I took care of customers extremely well, and made them a focal point, profit inevitably flowed from that." —Stanley Marcus

"Perfection is not attainable. But if we chase perfection, we can catch excellence." —Vince Lambardi

Why customers stop doing business with a particular casino or establishment:

- 1% die.
- 3% move away.
- 5% develop other interests.
- 9% leave for competitive reasons.
- 14% are dissatisfied with the product.
- 68% quit because of an attitude of indifference toward the customer by an employee.

(Source: Michael LeBoeuf's **How to Win Customers and Keep Them for Life.)**

- The average business never hears from 96%, of its unhappy customers (But 90% or more of them will not visit or buy from that business again!)

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- For every complaint received, the average company in fact has 26 customers with problems.

- Of the customers who register a complaint, between 54% and 70% will do business with you again if you resolved their complaint. That figure jumps to a staggering 95% if the customer feels the problem was resolved quickly.

- The average customer who has had a problem with a casino tells 9 or 10 people about it. One in five, or 13% of people who have had a problem with an organization recount the incident to more than 20 people.

- Customers who have complained to an organization and had their complaints satisfactorily resolved tell an average of 5 people about the treatment they received.

How are you treating your guests? How do you handle complaints? How's your attitude when you're on stage? Are you doing everything you can think of to make Treasure Island guests as comfortable as possible?

What to say?

Live Game

A simple "hello."

"Good morning/afternoon/evening."

A simple head nod of acknowledgment.

Direct eye contact and a smile go a long way toward making someone comfortable.

Dead Game

Make eye contact.

Reach out with a greeting towards players.

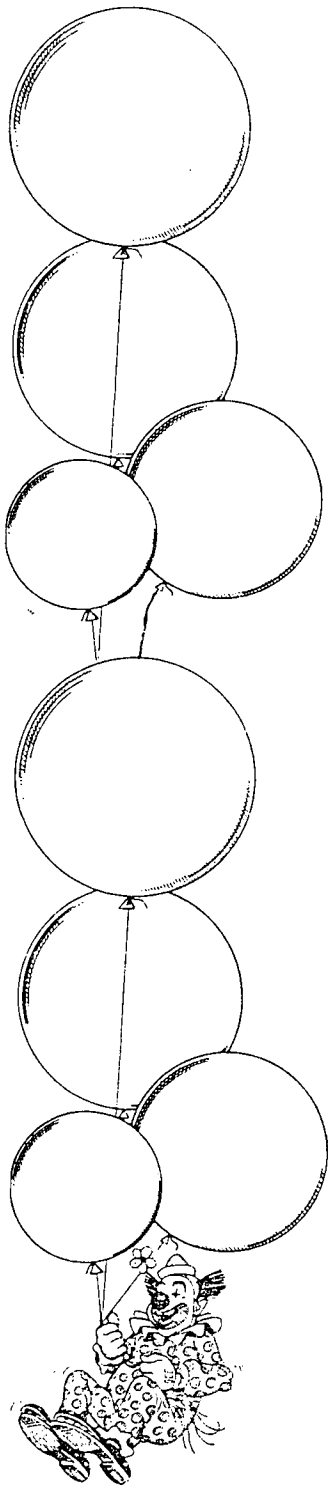
During Shuffle or Break in Action

Make note of casino events, activities, local events, etc.

Make positive statements. "Hope you are enjoying your visit to Treasure Island."

MARCH BIRTHDAYS

1 Richard Coffel
1 Daniel Kadlec
2 Erik Linnell
2 George Werner
3 Eileen Blooflat
3 Duane Goodman
4 Daniel Graham
4 James Freiermuth
4 James Kaneko
4 Judy Hielscher
5 Richard Luikens
5 Shyla Weaver
5 Kenneth Hoeft
6 Donald Hager
6 Samuel Moonen
6 Edward Washburn
7 Jon Pierson
7 Stephen Lindell
7 Jane Thompson
7 Kari Howard
7 Gregory Anderson
8 Glenn Smith
8 Robert Czerwinski
8 Thomas Johnson
9 Linda Huth
9 Elizabeth Walter
10 Teresa Christianson
10 Nina Martinez
10 Nancy Paulson
10 Roger Lashley
10 Jade Siboonruang
11 James Schuna
11 Barbara Dyer-Bennett
11 William Johanson, Jr.
11 Ross Bendickson
11 Steven Sheehan
12 Daniel Stayberg
12 David Gryp
12 Kevin Preble
12 Wanda Sears
12 Shannon Tolvay
14 Greg Price
14 Peter Weeks
14 Clifford Weichel
14 Larry Miller
14 Kristine Ruby
15 Timothy Brown
15 Chesley Peterson
15 Jill Cambronne
15 DeWayne Ring
15 Guy Auger
16 Duane Borash
17 Patrick Seidl
18 Cherie Haglund
18 Ron Schmaltz
18 David Leuze
19 Peggy Dusbabek
19 Kim Johnson
19 LeVerne Lother
20 Jason Iwasko
20 Rick Jablonski
20 Penny Drew
20 Tammy Olsen
20 Denette Lorentz
20 Gordon Lamb
21 Brian Cady
21 Carla Nygaard
21 Dawn Torgersen
22 Darlene Regenscheid
22 Chad Gilbertson
22 James Buehler
22 Scott Davis
22 Doua Vang
23 John Lewis
23 Nancy Basant
23 Tammy Moyer
24 Leo Bach
24 Peggy Conroy
25 Jann Provance
25 Michael Fritz
26 Douglas Barnes
26 Gordon Bignell
26 Christina Markulics
26 Clark Westvik
27 Chad Olson
27 Darwin Beyer
28 Korrie Winkler
28 Corey Hadler
29 Arthur Weichel
29 Tony Auchampach
29 Michael Phillips
29 Kerri Clifford
30 Bernice Schluessler
31 Paulette Edwards



Thank You!

The Restaurant would like to say THANK YOU to the Maintenance people that helped Mary Packman when things got busy. Thanks to Donna Foster, Rosie Christensen, Sue Bogie, Nolie Stewart, Sandy Foster, Myra Childs, Luane Swanson, Roger Sabby and Dave Bemis.

PRA 02446

SHIP TO:

Treasure Island

C•A•S•I•N•O B•I•N•G•O
7734 Sturgeon Lake Rd., Welch, MN 55089

PURCHASE ORDER

NUMBER
№ 1991

DATE
04/27/92

ISSUED TO:

- DESIGNING SIGNS
  RT 2 BOX 14C
- OWANTONNA, MN 55060
-

IMPORTANT
Our Order Number must appear on Invoices, Packages, and Correspondence.
Acknowledge if unable to deliver by date required.

DATE REQUIRED	TERMS	FOB POINT	HOW SHIP
04/27/92	55% DOWN	DESTINATION	☐ Air ____ ☐ Rail ☐ Truck ☐ Parcel Post ☒ Other ____

REQUISITION NO./FOR	ROUTING	
RON VALENTINE		PLEASE SEND ____ COPIES OF YOUR INVOICE WITH ORIGINAL BILL OF LADING

PLEASE SUPPLY ITEMS LISTED BELOW

	QTY. ORDERED	QTY. RECEIVED	STOCK NUMBER	ITEM DESCRIPTION	UNIT PRICE	TOTAL AMOUNT
1	1			SELF PROPELLED FLOAT - TREASURE		45,000 00
2				ISLAND PITATE SHIP		
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
						45,000 00

Valentine - Treasure Island Exhibit H

Prairie Island Indian Community v. Treasure Island Corp.

Opposition Nos: 91115866 and 91157981

SPECIAL INSTRUCTIONS

Authorized Signature

ORIGINAL - WHITE DUPLICATE - YELLOW TRIPLICATE - PINK