ROLL CALL MATRIX

Meeting Date: March 19, 2024

Р	Α	RESOLUTION NUMBER	82	83	84	85	86	87	88	89	90	91	92	93
		UNANIMOUS	U	U	U	U	U	U	U	U	U		U	U
	Α	MICHAEL MCKERCHIE												
Р		BETTY FREIHEIT										Υ		
Р		ISAAC MCKECHNIE	2	1	2	1	1	1	1	1	1	1Y	1	1
Р		ROBERT MCRORIE										N		
	Α	LANA CAUSLEY-SMITH												
Р		KIMBERLY LEE										Υ		2
Р		BRIDGETT SORENSON			1							Υ		
Р		SHAWN BOROWICZ										Υ		
	Α	DARCY MORROW												
Р		KIMBERLY HAMPTON		2		2		2				Υ	2	
Р		TYLER LAPLAUNT	1				2		2	2	2	2Y		
Р		AUSTIN LOWES												

1- Made MotionY-Voted YesA-AbstainedUA- Unanimous Acclamation

2-Second/Support Motion N-Voted No U-Unanimous

ROLL CALL MATRIX

Meeting Date: March 19, 2024

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Р	Α	RESOLUTION NUMBER	94						
		UNANIMOUS							
	Α	MICHAEL MCKERCHIE							
Р		BETTY FREIHEIT	Υ						
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Р		ROBERT MCRORIE	Υ						
	Α	LANA CAUSLEY-SMITH							
Р		KIMBERLY LEE	Υ						
Р		BRIDGETT SORENSON	Υ						
Р		SHAWN BOROWICZ	Υ						
	Α	DARCY MORROW							
Р		KIMBERLY HAMPTON	Α						
Р		TYLER LAPLAUNT	1Y						
Р		AUSTIN LOWES							

1- Made MotionY-Voted YesA-AbstainedUA- Unanimous Acclamation

2-Second/Support Motion N-Voted No U-Unanimous



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Government Services

Membership Services

Economic Development Commission

RESOLUTION NO: 2024-82

ACCEPTING TRIBAL HUB'S RECOMMENDATION OF CHANGES TO THE ADMINISTRATIVE STRUCTURE OF MIS

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended; and

WHEREAS, the BOD previously approved, and Sault Tribe, including governmental, health and Kewadin, funded an assessment of the existing MIS structure for the purpose of recommending corrections to existing issues and preparing the Sault Tribe entity as a whole to not only improve the support of existing technology systems, but to prepare the Sault Tribe entity to successfully compete with technology and digital solutions into the future by Tribal Hub; and

WHEREAS, the BOD previously approved a new CIO position as a first step in the MIS assessment recommendation, and filling that position is a high priority; and

WHEREAS, the assessment recommended a reorganization of the MIS Department under a new IT Department using a best practice functional model that has been successful for similar size Native American governments and enterprises. This includes a new functional structure, updated job descriptions and titles, and additional resources.

NOW, THEREFORE BE IT RESOLVED, the BOD authorizes that the MIS Department be restructured into the new recommended IT Department structure through the following BOD directives:

- Approval to officially form the new Executive Technology Steering Committee with membership, authority and duties as defined in the charter.
- Approval of the updated IT Department structure under a functional aligned structure with updated job titles and job descriptions as it relates to governmental, health and Kewadin Casinos.
- Approval to have the new/updated IT job descriptions re-factored and re-graded by both government and Kewadin Human Resources jointly on job titles and benchmarking so they are consistent within job titles and internal equity.
- Approval to transfer existing IT employees into the new IT titles and job descriptions as defined in the recommended new IT structure, including a one-time waiver of any conflicting HR policies in order to effectively and timely restructure the entire IT team.

Resolution No: 2024-82 Page 2

5. Approval to post and fill new or unfilled positions as defined in the new IT structure, as approved and as supported by any approved budget modification for this purpose

BE IT FURTHER RESOLVED, that this resolution amends any previously adopted resolutions regarding reference to this restructure to implement any changes to be consistent with this resolution.

BE IT FINALLY RESOLVED, that these changes are reflected in an administrative budget modification by Governmental, Kewadin and Health.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom | members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of March 2024; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of \quad \text{members for, \quad \text{\text{\text{o}}} members against, members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman Sault Ste. Marie Tribe of

Chippewa Indians

Kimberly Hampton, Secretary Sault Ste. Marie Tribe of



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Government Services

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Economic Development Commission

RESOLUTION NO: 2024-83

ACFS - LIHEAP FY 2024 BUDGET MODIFICATION

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2024 budget modification to LIHEAP to increase Tribal Support monies of \$17,648.06. This budget modification will make changes to the personnel sheet and reallocate expenses.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of
Chippewa Indians, hereby certify that the Board of Directors is composed of 13
members, of whom members constituting a quorum were present at a
meeting thereof duly called, noticed, convened, and held on the day of
MOYCH 2024; that the foregoing resolution was duly adopted at said
meeting by an affirmative vote of 3 members for, 0 members against,
members abstaining, and that said resolution has not been rescinded or
amended in any way.

Austin Lowes, Chairman Sault Ste. Marie Tribe of

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Kimberly Hampton, Secretary Sault Ste. Marie Tribe of



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Government Services

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RESOLUTION NO: 2024-84

ACFS DIVISION - USDA FY 2024 BUDGET MODIFICATION

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2024 budget modification to USDA for an increase in Federal USDA monies of \$73,794.00 and increase to Tribal Support monies of \$6,206.08.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of
Chippewa Indians, hereby certify that the Board of Directors is composed of 13
members, of whom members constituting a quorum were present at a
meeting thereof duly called, noticed, convened, and held on the day of \(\sum_{\text{UV}} \sum_{\text{U}} \) 2024; that the foregoing resolution was duly adopted at said
meeting by an affirmative vote of 8 members for, 0 members against, members abstaining, and that said resolution has not been rescinded or
amended in any way.

Austin Lowes, Chairman Sault Ste. Marie Tribe of

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Government Services

Membership Services

Economic Development Commission RESOLUTION NO: 2024-85

HEALTH DIVISION – NUTRITION SERVICES AND THIRD-PARTY REVENUE FY 2024 BUDGET MODIFICATIONS

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2024 budget modification to Nutrition Services for a decrease in Other Revenue monies of \$21,000.00 and an increase from 3rd Party Revenue monies of \$9,628.98.

BE IT FINALLY RESOLOVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2024 budget modification to 3rd Party Revenue increasing the amount to Nutrition Services \$9,628.98.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of
Chippewa Indians, hereby certify that the Board of Directors is composed of 13
members, of whom members constituting a quorum were present at a
meeting thereof duly called, noticed, convened, and held on the 19 day of
March 2024; that the foregoing resolution was duly adopted at said
meeting by an affirmative vote of <a>8 members for, <a>0 members against,
members abstaining, and that said resolution has not been rescinded or
amended in any way.

Austin Lowes, Chairman Sault Ste. Marie Tribe of Chippewa Indians Kimberly Hampton, Secretary Sault Ste. Marie Tribe of Chippewa Indians



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Government Services

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RESOLUTION NO: 2024-86

HEALTH DIVISION – VETERAN'S SERVICES ESTABLISHMENT OF FY 2024 BUDGET AND THIRD-PARTY REVENUE FY 2024 BUDGET MODIFICATION

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of a FY 2024 budget for Veteran's Services with Third-Party Revenue monies of \$68,672.28.

BE IT FURTHER RESOLOVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2024 budget modification to Third Party Revenue increasing the transfer out of \$68,672.28 to Veteran's Services.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom ______ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of ______ 2024; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman Sault Ste. Marie Tribe of Chippewa Indians Kimberly Hampton, Secretary Sault Ste. Marie Tribe of



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Government Services

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RESOLUTION NO: 2024-87

CONTINUING FUNDING AUTHORITY FOR FISCAL YEAR 2024 HEALTH DIVISION - SAULT STE, MARIE MEDICAL/NURSING

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors approves continuing funding for Sault Ste. Marie Medical/Nursing for fiscal year 2024, at their 2023 spending levels, for a period not to exceed April 23, 2024.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of
Chippewa Indians, hereby certify that the Board of Directors is composed of 13
members, of whom A members constituting a quorum were present at a
meeting thereof duly called, noticed, convened, and held on the [4] day of
March 2024; that the foregoing resolution was duly adopted at said
meeting by an affirmative vote of S members for, D members against,
members abstaining, and that said resolution has not been rescinded or
amended in any way.

Austin Lowes, Chairman Sault Ste. Marie Tribe of

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RESOLUTION NO: 2024-88

CONTINUING FUNDING AUTHORITY FOR FISCAL YEAR 2025 APRIL TO MARCH

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians ("Tribe") is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

WHEREAS, the Board of Directors and tribal staff have not completed the process of reviewing budgets for their respective budget year 2025; and

WHEREAS, the attached cost center list, with fiscal year of April to March, for budget year 2025 is still under review and will not be completed until after the fiscal year start date of April; and

WHEREAS, the Board of Directors wants to ensure that services are not left unfunded for a period between expiration of the fiscal year 2024 budgets and approval of the fiscal year 2025 budgets.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors approves continuing funding for the attached cost centers for fiscal year 2025, at their 2024 spending levels, for a period not to exceed April 23, 2024.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom __O__ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the __O_ day of ____ 2024; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of ____ members for, ____ members against, ____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman Sault Ste. Marie Tribe of Chippewa Indians

Sault Ste. Marie Tribe of Chippewa Indians

Kimberly Hampton, S



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Government Services

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RESOLUTION NO: 2024-89

AUTHORIZE FAMILY VIOLENCE PREVENTION AND SERVICES APPLICATION

WHEREAS, the Family Violence Prevention and Services/Domestic Violence Shelter and Supportive Services/Grants to Native American Tribes (including Alaska Native Villages) and Tribal Organizations formula grant is administered by the Department of Health and Human Services, Administration for Children and Families, Office of Family Violence Prevention and Services has funding to assist tribes in efforts to provide immediate shelter and supportive services for victims of family violence, domestic violence, or dating violence, and their dependents; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe eligible to apply for funding; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians proposes to continue to provide immediate shelter and related supportive services to all eligible survivors of Intimate Partner Violence who reside in the Tribe's seven-county service area.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes application to the Office of Family Violence Prevention and Services formula funding for FY 2024-25, FY 2025-26, and FY 2026-27.

BE IT FURTHER RESOLVED, that Austin Lowes, Tribal Chairman, is hereby authorized to submit said proposal to the Office of Family Violence Prevention and Services, to negotiate, execute, and amend any documents resulting therefrom on the Tribe's behalf.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom ______ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the ______ day of ______ day of ______ 2024; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of ______ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman Sault Ste. Marie Tribe of Chippewa Indians Kimberly Hampton, Secre Sault Ste. Marie Tribe of Chippewa Indians



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RESOLUTION NO: 2024-90

AUTHORIZE TRIBAL VICTIM SERVICES SET-ASIDE APPLICATION

WHEREAS, the U.S. Department of Justice, Office of Justice Programs (OJP), Office for Victims of Crime (OVC) has funding to support Indian tribes with improving public safety and enhancing services for victims of crime; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe eligible to apply for the Tribal Victim Services Set-Aside (TVSSA) Program; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians desires to sustain and enhance the provision of direct victim services and associated assistance to tribal victims of crime domiciled both on and off of trust land; and

WHEREAS, the Sault Ste. Marie Tribe Chippewa Indians desires to provide the services necessary to meet the identified needs of its Tribal communities through accessing funding intended for Tribal governments.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes application for the FY 2024, the FY 2025, and the FY 2026 Tribal Victim Services Set-Aside (TVSSA) Program.

BE IT FURTHER RESOLVED, that Austin Lowes, Tribal Chairman, or their designee, is hereby authorized to submit said proposal to the Department of Justice, to negotiate, execute and amend any documents on the Tribe's behalf.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom ______ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the ______ day of ______ 2024; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of ______ members for, _____ members against, ______ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman Sault Ste. Marie Tribe of Chippewa Indians Kimberly Hampton, Secretary Sault Ste. Marie Tribe of



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RESOLUTION NO: 2024-91

WAIVER OF SOVEREIGN IMMUNITY AND CONSENT TO WAIVER OF TRIBAL COURT JURISDICTION VALOKUVA, LLC

BE IT RESOLVED, by the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians, as follows:

Section 1 FINDINGS AND DETERMINATIONS:

The Board of Directors finds and determines that:

- 1.1 The Sault Ste. Marie Tribe of Chippewa Indians ("Tribe") is a federally recognized Indian Tribal Government organized under the provisions of the Indian Reorganization Act of 1934.
- 1.2 The Tribe wishes to enter into a Revocable License Agreement ("Agreement") with Valokuva, LLC., ("Licensor") on behalf of Sault Tribe EDC; and
- 1.3 Licensor will not consent to such agreement without a waiver of sovereign immunity or Tribal Court jurisdiction; and
- 1.4 In order to induce Licensor to enter into an Agreement, the Tribe is required to confirm that the Tribe and all other entities claiming by, through or under the Tribe will not claim sovereign immunity or exclusive Tribal Court jurisdiction with respect to any disputes or causes of action between the Tribe and Licensor that might arise from, or relate to, in any respect, the Agreement, or object to the venue clauses found in the Agreement. All the foregoing are referred to herein as the "Waiver and Consent Obligations"; and
- 1.5 It is in the Tribe's interest to resolve as stated herein.

Section 2 WAIVER OF SOVEREIGN IMMUNITY; CONSENT TO JURISDICTION; GOVERNING LAW

2.1 The Tribe hereby waives its sovereign immunity from suit in favor of Licensor only should an action be commenced under the Agreement referenced above.

This waiver:

- Shall terminate upon performance by the Tribe of all of its obligations under the Agreement; and
- ii) Is granted solely to Licensor; and
- Shall extend to inter alia, any judicial or non-judicial action, including, but not limited to, any lawsuit, arbitration, and judicial or non-judicial action to resolve disputes between the Tribe and Licensor and the assertion of any claim in a court of competent jurisdiction or with any arbitrator or arbitration panel to enforce the obligations under the Agreement; and

Resolution No: 2024-91
Page 2

- iv) Shall be enforceable only in a court of competent jurisdiction, including courts in the State of Michigan, the Tribal Court and federal courts in Michigan (including the United States Bankruptcy Court or any arbitrator or arbitration pane); and
- Shall be enforceable against the assets of the Tribe to the extent necessary to satisfy the Tribe's obligation in the Agreement; and
- vi) The Agreement, and other associated finance documents shall be construed in accordance with and governed by all applicable laws and regulations of governmental bodies with competent jurisdiction, as set forth in such documents.

Section 3. WAIVER OF TRIBAL COURT JURISDICTION

3.1 The Board of Directors waiver the exclusive jurisdiction of the Tribal Court over any action arising under the Agreement. The Board authorized the Tribe to consent to the jurisdiction of any courts with competent jurisdiction, including any courts to which decisions may be appealed, with respect to any controversies arising from this resolution or any of the finance documents, note or Agreement.

Section 4. EFFECTIVE DATE

4.1 This waiver shall become effective upon the final execution of the Agreement executed by the Chairman or his designee. Failure or refusal of any individual to execute the Agreement shall render the waivers and consents granted in this resolution to become void immediately. Failure or refusal to execute the Agreement prior to the close of business on July 1, 2024, shall ender the waivers and consents granted in this resolution to become void immediately.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _______ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the ______ day of ______ 2024; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman Sault Ste. Marie Tribe of Chippewa Indians Kimberly Hampton, Secretar Sault Ste. Marie Tribe of Chippewa Indians



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Government Services

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RESOLUTION NO: 2024-92

ACCEPTANCE OF THE BID FOR RENOVATION OF GLADSTONE TRIBAL HEALTH CENTER

WHEREAS, the Sault Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended; and

WHEREAS, the Sault Tribe Health Division wishes to provide convenient 24/7 access to Fitness Center to Sault Tribe Members and their families in Gladstone area; and

WHEREAS, the Sault Tribe Health Division, has chosen qualified contractor to perform renovation of Gladstone Tribal Health Center and to establish Fitness Center there; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors hereby approves recommended contractor; and

BE IT FINALLY RESOLVED that the Board of Directors authorizes the Chairperson of the Tribe or his designee to negotiate, amend and execute the agreement with selected contractor on behalf of the Tribe.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2024; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, ____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman Sault Ste. Marie Tribe of Chippewa Indians Kimberly Hampton, Secretary Sault Ste. Marie Tribe of



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Government Services

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RESOLUTION NO: 2024-93

COMMITTING LONG TERM TWO-PERCENT TO RUDYARD HIGH SCHOOL POOL

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the commitment of Long Term 2% funding Rudyard High School for the operation and maintenance of their pool as outlined in the attached Agreement.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of
Chippewa Indians, hereby certify that the Board of Directors is composed of 13
members, of whom members constituting a quorum were present at a
meeting thereof duly called, noticed, convened, and held on the 19 day of
March 2024; that the foregoing resolution was duly adopted at said
meeting by an affirmative vote of 3 members for, 0 members against,
members abstaining, and that said resolution has not been rescinded or
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Austin Lowes, Chairman Sault Ste. Marie Tribe of

Chippewa Indians

Kimberly Hampton, Secretary Sault Ste. Marie Tribe of



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RESOLUTION NO: 3034-94

IMPLEMENTATION OF BLUE STONE STRATEGY GROUP RECOMMENDATIONS FOR TRIBAL HEALTH CENTERS

WHEREAS, the Sault Tribe of Chippewa Indians ("Tribe") is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended; and

WHEREAS, the Tribe previously contracted with Blue Stone Strategy Group (Blue Stone) to provide an assessment and recommendations in regard to the Tribal Health Centers and operations; and

WHEREAS, Resolution 2023-353 authorized the Executive Director to execute any and all documents, including budgets, for implementation of the plan provided by Blue Stone; and

WHEREAS, the Tribe wants to expand on the authority granted to the Executive Director to include amending the previous resolution to include the delegated authority to implement all recommended changes notwithstanding any limitation possibly imposed by any prior Resolution, Policy or Directive.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends Resolution 2023-353 to delegate the authority to the Executive Director to implement all recommendations made by Blue Stone to improve the operations of the Tribal Health Centers notwithstanding any limitation possibility imposed by any prior Resolution, Policy, or Directive.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom ______ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the ______ day of ______ 2024; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of ______ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman Sault Ste. Marie Tribe of Chippewa Indians Kimberly Hampton, Secretary Sault Ste. Marie Tribe of Chippewa Indians