

Unit IV Director Morrow updates members



**DARCY MORROW,
DIRECTOR, UNIT IV**

For the time that I have sat on the board I have seen people not held accountable when they should have been. Division managers having the accountant do their speaking or answering ques-

tions that they should be able to do themselves. As a board member it is frustrating to watch top management not held accountable, but on a daily basis regular team members are termed for far less. Board members protecting their family and friends and the buddy system needs to stop. I feel this is why we (the tribe) can't move forward because you have certain board members that are always going to protect their pet projects or their family and friends no matter what the cost to our tribe.

I would like to express regret to all the casino team members that participated in the team member surveys last year. At the time of the surveys the board conveyed that we would be taking their issues seriously and making positive changes based on the team members input. I have not seen

anything positive done for the team members; morale continues to be at an all time low. I honestly thought that if the board saw in the team members own words how terrible communication is, how low morale is and how mismanaged our facilities are they would take action. Unfortunately, to date myself, Director Chase and a few other board members see where big changes need to be made but not enough board members are ready to make that move. Doesn't that make you wonder why?

There has become this blame that the board is micromanaging our casinos. This is a way for managers that are unable to perform their job to place blame on someone else. We have managers that do not come out of their offices to talk with customers or team members, there is a lack of ambi-

tion and some facilities are dirty. If managers are on the floor they would be addressing a lot of issues but this is not happening. When the tribe was facing sequestration last year we had a casino manager buying mini fridges for individual offices. This is one example of many on the waste of our casinos. I have heard complaints that we didn't need an audit and the casino managers should be able to run their casinos. The audit showed the board the inability of some to manage our facilities. Why weren't the COO or the casino managers coming forward at their quarterly reviews and making the changes we had to pay an outside company to show us? To date, at no time has any individual casino manager brought any ideas with a plan forward to increase revenue or cost savings.

We need someone to come in with fresh eyes and new marketing ideas. Someone dedicated to do whatever it takes to make our facilities profitable again. Someone who gets out of the office and talks to the team members and lets them know that their input is important.

A friendly reminder to all tribal members, make sure your children under the age of 18 are enrolled members with the tribe. If they are not enrolled, please call enrollment at 1 (800) 251-6597; the staff will be able to help you with any questions you may have.

If I can answer any questions, feel free to give me a call at (906) 203-6699 or email me at dmorrow@saulttribe.net or darcymorrowforunit4@yahoo.com.

Thank you, Darcy Morrow,
Unit IV Director