

Corporations Qualifications

Oneida Airport Hotel Corporation:

To be eligible for selection to the Board of Directors, an individual must have a working knowledge of the Oneida Tribe of Indians of Wisconsin and/or be knowledgeable and have experience in one or more of the following areas:

- 1) Financial expertise (Banking)
- 2) Accounting (Business Background)
- 3) Oneida Tribal Member (Business Background)
- 4) Business and Management (Hotel Industry)
- 5) Tribal Business Manager and/or Tribal Economic Development Personnel
- 6) Oneida Business Committee Representative (Ad Hoc)
- 7) Bachelors degree

Bay Bancorporation:

Individual eligible for election to the Board of Directors shall meet minimum qualifications determined by properly offered and approved motion (s) of the stockholders.

1. Qualifications for membership to the Board may include experience, education, prior service to the shareholder or its affiliates, or other qualifications which the shareholders deem appropriate and are within the parameters of applicable laws.
2. Due to the regulated nature of the business and the state in incorporation, shareholders shall not be bound by the Oneida Tribe of Indians Policy on Boards, Committees, and Commissions when electing eligible members to the Board.
3. A director does not need to be a resident of the State of Wisconsin.

Oneida Golf Enterprise Corporation:

- 1) One member will have financial expertise which will include current or past employment experience in the banking industry.
- 2) One member will have experience with golf course management through current or past employment.
- 3) One member will have business and management experience which includes experience in the hospitality industry.
- 4) One member will be a Tribal manager with experience and knowledge of marketing, advertising, public relations, and experience with Oneida Nation policies, procedures and current programs.
- 5) One member will have experience in general business and management procedures from current or past employment.
- 6) All qualified applicants should possess a working knowledge of the Oneida Tribe of Indians of Wisconsin.

Oneida Seven Generations Corporation:

- 1) Must be an enrolled member of the Oneida Tribe of Indians of Wisconsin.
- 2) Must be twenty-one (21) years or older, provided that at least two (2) Board members may be non-members of the Tribe.
- 3) All members may serve unlimited terms of office, provided that if non-members are appointed in accordance with this Article they shall be limited to a single five (5) year term.
- 4) Must have experience in one (1) or more of the following areas: real estate, commercial development, business management, risk management, finance, tribal government or accounting.

Oneida Total Integrated Enterprise (OTIE):

- 1) Tribal Indian Preference will be followed.
- 2) Education/Experience: Any OTIE Board Member must have obtained a Bachelor's degree or a more advanced degree from an accredited university or college and have ten (10) years of management experience. However, the current vacant board member positions should have education, experience and back ground in the technical field of civil engineering, environmental, construction or any related field. A current professional license such as a Professional Engineer (PE), Professional Geologist (PG), General Contractor license and/or Architect (AIA) is strongly preferred.
- 3) Board Members cannot: (a) be an owner, manager, employee, consultant or Board member in or to a business engaged in a line of business similar to the Company, i.e., environmental, remediation, construction, engineering, and emergency response services, or a related business; or (b) be an employee of a government agency that is a client of the Company; or (d) be any of the above unless after full disclosure no competition and no conflict of interest is proven. For the purpose of (b) and (c), the Tribe shall not be considered to be a government agency.
- 4) Conduct: The Board Members cannot have been convicted of, or have pleaded guilty to a crime involving dishonesty or breach of trust, or a crime which would be a felony under current, applicable law. The Members must be well regarded in the Tribe and have a long-term reputation for the highest ethical and moral standards.
- 5) Please submit a resume including college degree information (college name, degree, major, and graduation year) and detailed career related Experience.