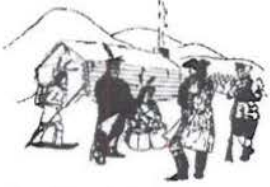


Oneida Tribe of Indians of Wisconsin



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.



UGWA DEMOLUM YATEHE
Because of the help of this Oneida Chief in cementing a friendship between the six nations and the colony of Pennsylvania, a new nation, the United States was made possible.

BC Resolution 10-12-11-A Endorsement of a Community/Employee Wellness Initiative

- WHEREAS,** the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian Government and a Treaty Tribe recognized by the Laws of the United States of America, and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin, and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV of the Oneida Tribal Constitution by the Oneida General Tribal Council, and
- WHEREAS,** the Center for Disease Control cites that 7 of the 10 leading causes of death in the United States are Chronic Diseases, and almost 50% of Americans live with at least one Chronic Illness, and
- WHEREAS,** illness and injury associated with unhealthy lifestyle or modifiable risk factors is reported to account for 25% of employee health care expenditures (Anderson, 2000), and
- WHEREAS,** medical costs attributed to obesity and overweight are estimated to be annually 36% higher than those for normal weight (Strum, 2002), and
- WHEREAS,** obese employees are nearly 75% more likely to experience high rates of absenteeism (7 or more absences during a 6 month period) than normal weight employees, and
- WHEREAS,** Chronic disease accounts for as much as 70% of today's health care costs; which is preventable, and
- WHEREAS,** the U.S. Surgeon General reports that 75% of all illnesses can be attributed to lifestyle-related causes and 53 % of the American population is classified as "inactive," and
- WHEREAS,** a healthier employee has a positive impact on the company's bottom line, with improved productivity, fewer medical claims, lower healthcare costs and reduced absenteeism, and
- WHEREAS,** the Indian Health Service cites that American Indians have a life expectancy that is 4.6 years less than all U.S. race populations, and
- WHEREAS,** the Indian Health Service cites that within the IHS Bemidji Region (MI, MN, WI, IL, IN) the age-adjusted death rate for diabetes was 88.9 deaths/100,000 people which is 6.5 times the rate as the general U.S. population, and
- WHEREAS,** the Indian Health Service cites that American Indians die at higher rates than other Americans from Diabetes by 195%, and
- WHEREAS,** the prevalence rate of Diabetes in the Oneida Community Health Center patient population is 15.6%, which is 4.6 times higher than the U.S. population, and
- WHEREAS,** the Metabolic Syndrome (too much fat around the waist, elevated blood pressure, high triglycerides, elevated blood sugar and low HDL cholesterol) rate of occurrence at the Oneida Community Health Center is 4.28%,

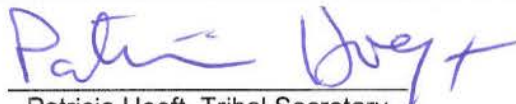
NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee does hereby adopt this Resolution authorizing worksite and community wellness initiatives within the organization and throughout the Oneida Reservation.

NOW THEREFORE BE IT FURTHER RESOLVED, that Oneida Comprehensive Health Division is authorized to create and implement an Oneida Community/Employee Wellness Council. The Wellness Council consisting of Cross-Functional Representation from the Organization, Oneida School Board, Oneida Nation Commission on Aging, and an Oneida youth will implement and execute the promotion of wellness practices with an emphasis on Oneida Traditions and Culture.

BE IT FURTHER RESOLVED, the Quality of Life Standing Committee shall provide oversight to the Wellness Council. The Wellness Council will be charged with oversight of wellness assessments, wellness action plans, healthy lifestyle activities, healthy lifestyle education, promotion of physical activity and healthy food options in the workplace and in the community, policy development and the advancement of living a Holistic/Balanced life.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 8 members were present at a meeting duly called, noticed and held on the 12th day of October, 2011; that the forgoing resolution was duly adopted at such meeting by a vote of 7 members for; 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.



Patricia Hoeft, Tribal Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."