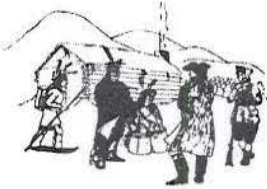


Oneida Tribe of Indians of Wisconsin



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 10-26-11-B Reaffirming BC-9-14-94-B, Prohibiting Severance Payments

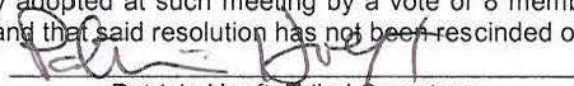
- WHEREAS,** the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America, and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin, and
- WHEREAS,** 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,** Resolution BC-9-14-94-B prohibited any entity of the Tribe from making a severance payment to any employee, consultant or other individual, and
- WHEREAS,** Resolution BC-9-14-94-B also prohibited any current employee from receiving payment from the Tribe under a severance agreement while employed with the Tribe, and
- WHEREAS,** in an attempt to maximize the financial resources of the Tribe and avoid future layoffs, the Tribe enacted two separate Voluntary Severance laws on an emergency basis and Resolution BC-9-14-94-B was rescinded on a temporary basis, and
- WHEREAS,** the Voluntary Severance laws that were enacted on an emergency basis to govern the severance process have expired, and
- WHEREAS,** the Tribe wishes to reiterate that with the expiration of the Voluntary Severance laws, Resolution BC-9-14-94-B has been reinstated and employees are no longer able to receive severance payments.

NOW THEREFORE BE IT RESOLVED, Resolution BC-9-14-94-B is hereby reaffirmed to ensure Tribal entities are prohibited from making severance payments to any employees, consultants or other individuals, and current employees are prohibited from receiving payment from the Tribe under a severance agreement while employed with the Tribe.

NOW THEREFORE BE IT FINALLY RESOLVED, the reaffirmation of Resolution BC-9-14-94-B shall not affect the validity of any severance agreement entered into under the Tribe's Voluntary Severance law.

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; 9 members were present at a meeting duly called, noticed and held on the 26th day of October, 2011; that the forgoing resolution was duly adopted at such meeting by a vote of 8 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."