

# Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 08 / ~~18~~<sup>17</sup>

## 2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Accept the Oneida Retail 4th Quarter Report

## 3. Supporting Materials

Report  Resolution  Contract

Other:

1.

3.

2.

4.

Business Committee signature required

## 4. Budget Information

Budgeted - Tribal Contribution

Budgeted - Grant Funded

Unbudgeted

## 5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:

\_\_\_\_\_  
Your Name, Title / Dept. or Tribal Member

Additional Requestor:

\_\_\_\_\_  
Name, Title / Dept.

Additional Requestor:

\_\_\_\_\_  
Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

Describe the purpose, background/history, and action requested:

Quarterly report as directed by the Oneida Business Committee

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf *OR* print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: [BC\\_Agenda\\_Requests@oneidanation.org](mailto:BC_Agenda_Requests@oneidanation.org)

# Oneida Retail Report

Oneida Tribe of Indians  
of Wisconsin

4th Quarter FY 17  
July 1, 2017 - September 30, 2017

The following is a brief update on projects and happenings within Retail and is not meant to cover the day to day detail, but an overview of Oneida Retail Enterprise activities.



A good mind. A good heart. A strong fire

## Vision Statement

A Nation of strong families built on  
Tsi' nyukwalihotx and a  
strong economy

## Mission Statement

"To generate profit for the prosperity of the  
Oneida Tribe"





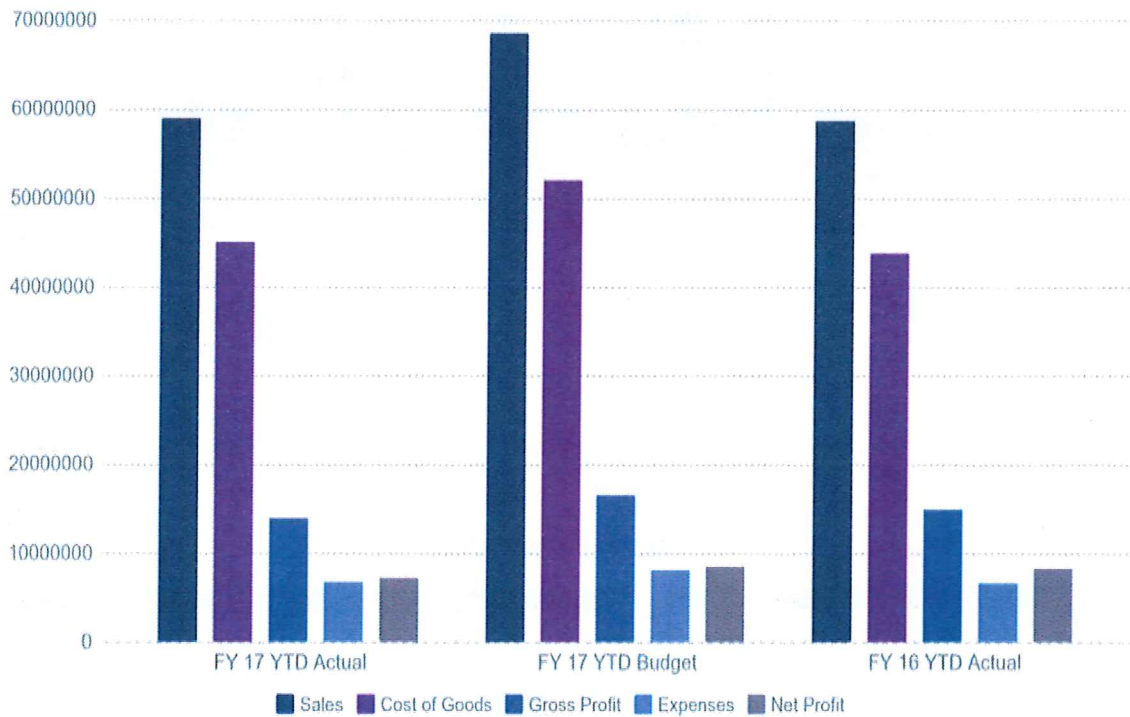
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**1 FY 17 September Profit & Loss Statement**

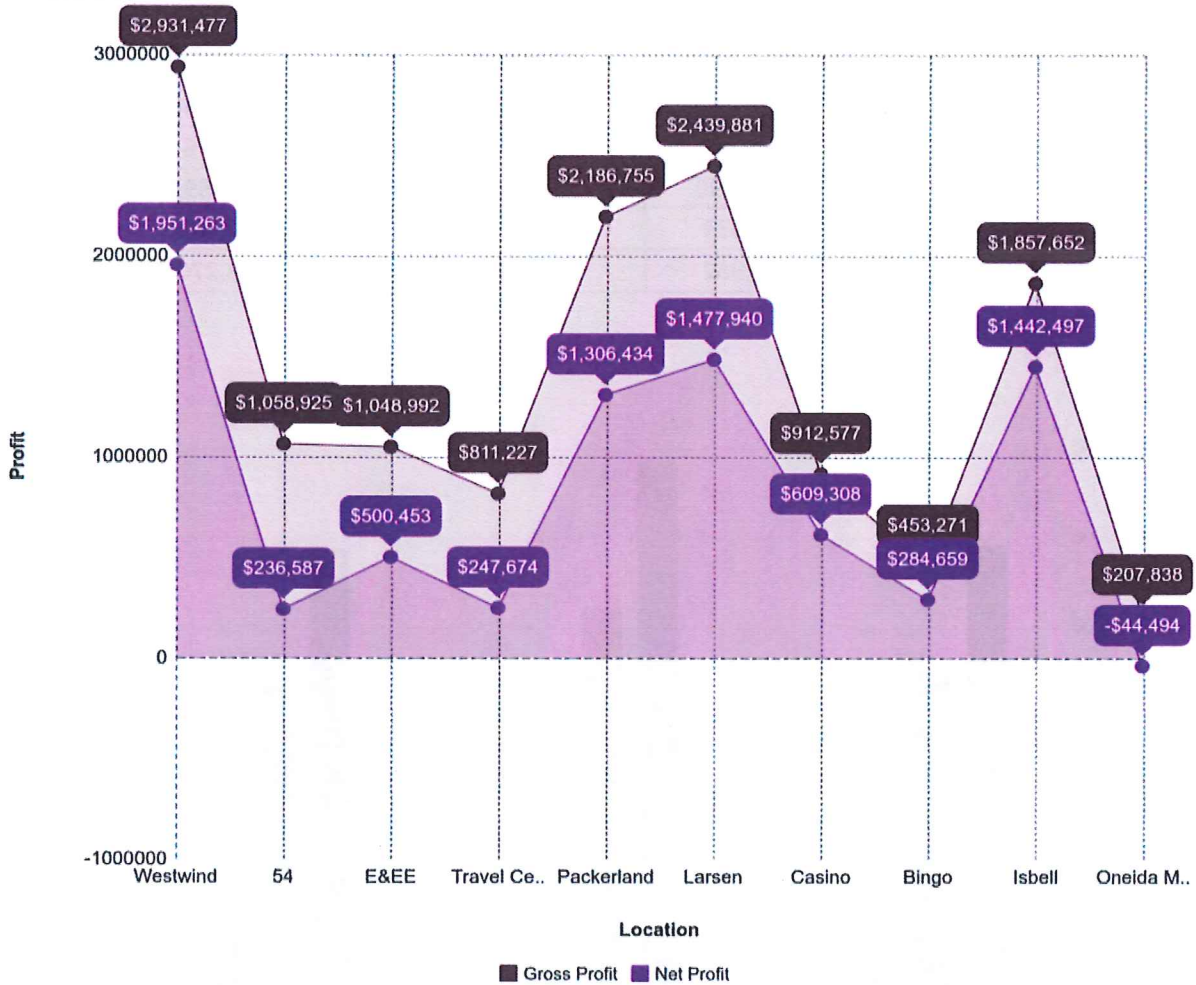
Actual vs. Budget Comparison	Actual FY 17	Budget FY 17	Actual FY 16
Sales	\$58,908,242	\$68,511,506	\$58,656,770
Cost of Goods	\$44,999,647	\$51,976,085	\$43,761,417
Gross Profit	\$13,908,595	\$16,535,421	\$14,895,353
Expenses	\$6,717,633	\$8,077,654	\$6,625,023
Net Profit	\$7,190,962	\$8,457,767	\$8,270,330






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## YTD Gross Profit vs. Net Profit by Location





Westwind has been #1 in sales, gross profit & net profit for over 20 years.

Westwind sells the most cigarettes followed by Larsen & Packerland

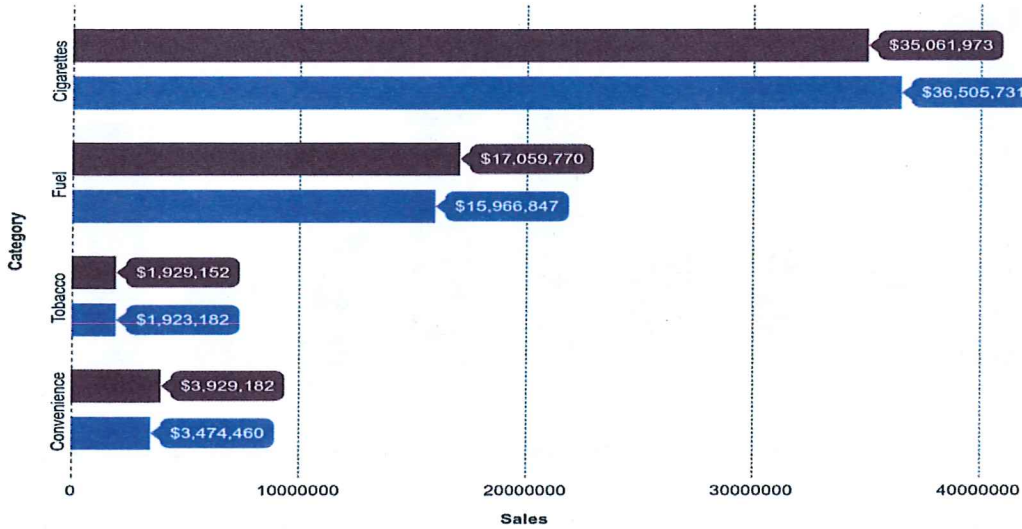


Gross Profit %

Westwind - 23.83%	Larsen - 21.04 %
54 - 18.43%	Casino - 31.92%
E&E - 24.07%	Bingo - 31.11%
Travel Center - 16.05%	Isbell - 31.43%
Packerland - 24.73%	Oneida Market - 26.15%

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## YTD Sales by Category YOY



**\$**

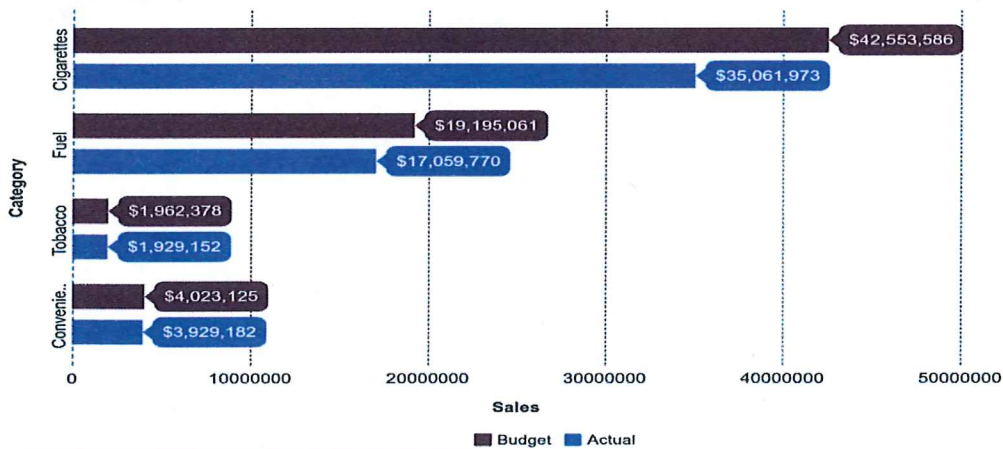
Cigarettes continue to dominate sales & gross profit.  
Followed by Mobile branded fuel.

**\$**

Cigarettes GP% - 30.87%  
Fuel GP% - 5.62%  
Tobacco GP% - 39.34%  
Convenience GP% - 26.64 %  
Overall GP% - 23.61 %

2

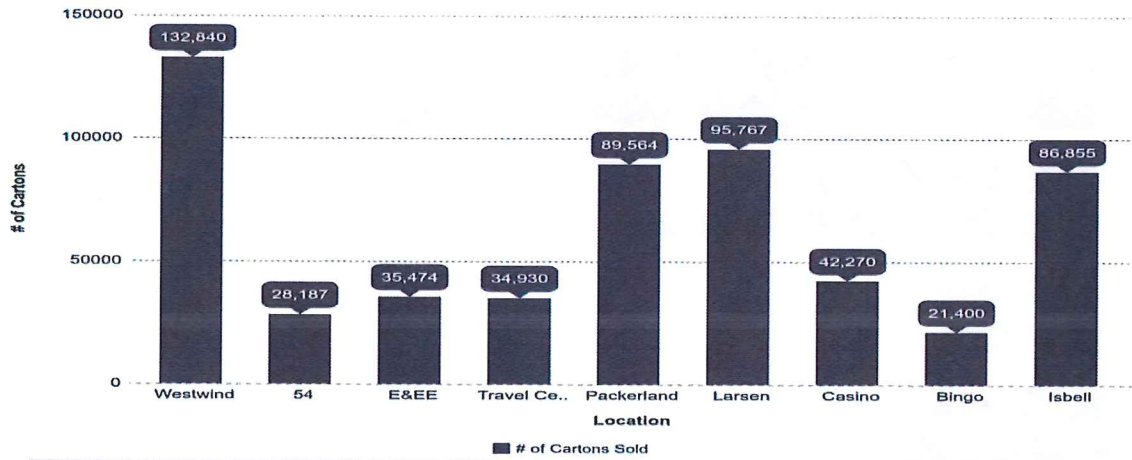
## YTD Sales by Category Actual vs Budget



**\$**

Actual Sales is behind budget  
\$9,603,264 Actual  
Sales is down  
\$251,472 YOY

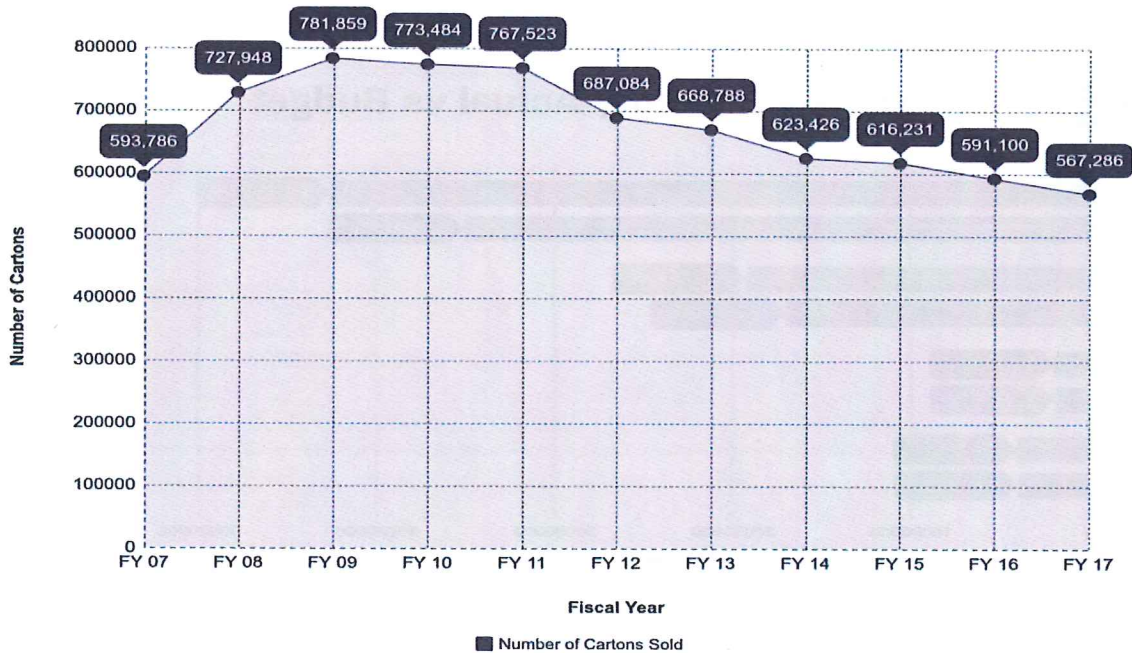
## 2 YTD Carton Sales by Location



**\$** The average convenience store sells 106 cartons per week (S. Abraham & Sons) in the state of Wisconsin.

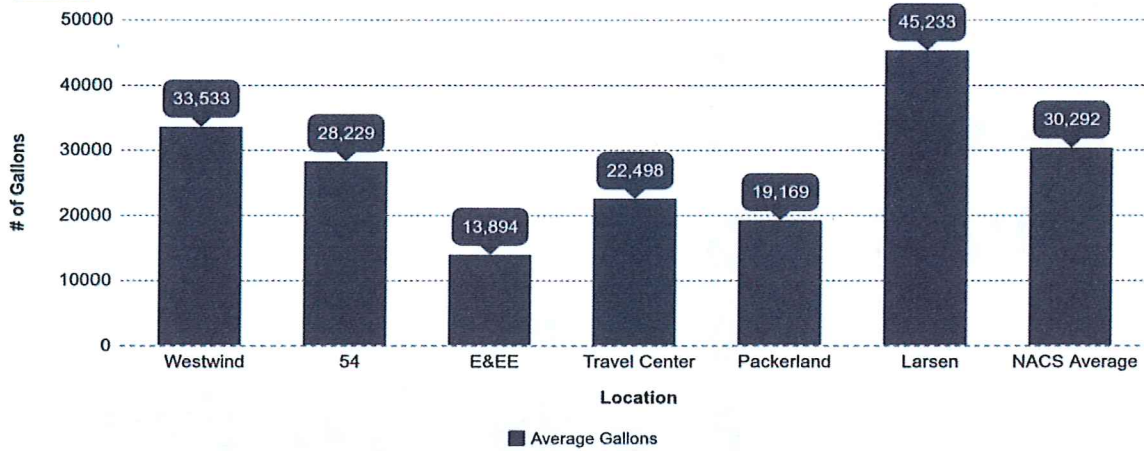
**\$** FY 2017 Weekly Average  
 Westwind 2,554 avg 54 542 avg  
 E&E 682 avg Isbell 1,670 avg  
 Larsen 1,842 avg Packerland 1,722 avg  
 Casino 813 avg Bingo 412 avg  
 Travel Center 672 avg


## 2 YTD Ten Year Carton Sales





## 2 Average Gallons Per Week

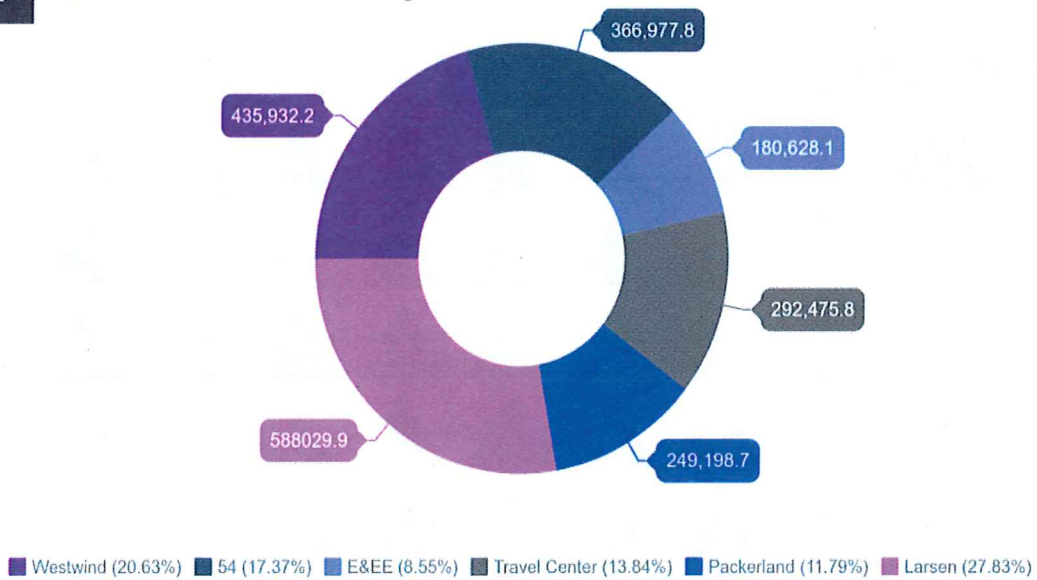




In general, there are three factors in determining the retail price of fuel:

1. Cost of Fuel
2. Pricing
3. Fuel in Ground

## 2 Qtr. 4 Gallon Sales by Location

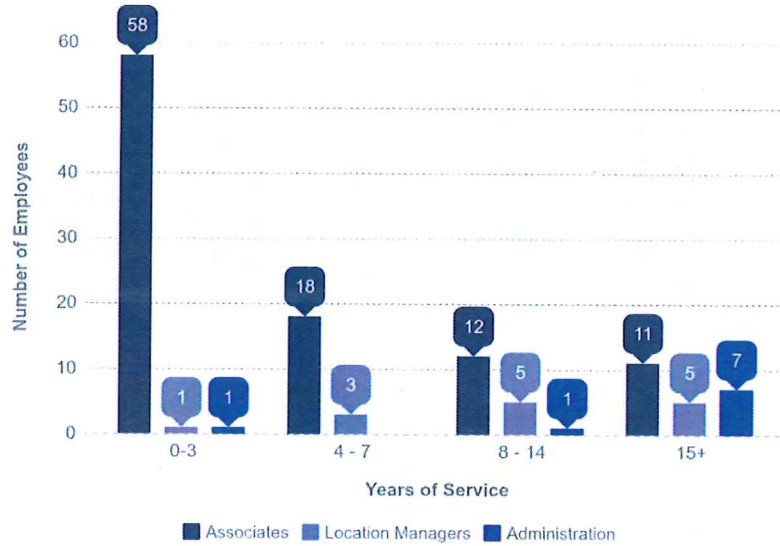


### 3 Retail Employees Years of Service




On September 30, 2017, there were 122 Retail Employees with an average of 7 years of service.

Vacation Accruals 2,419  
 PT Accruals 1,367  
 Total Accruals 3,786



### 3 Retail Employees Disciplinary Actions

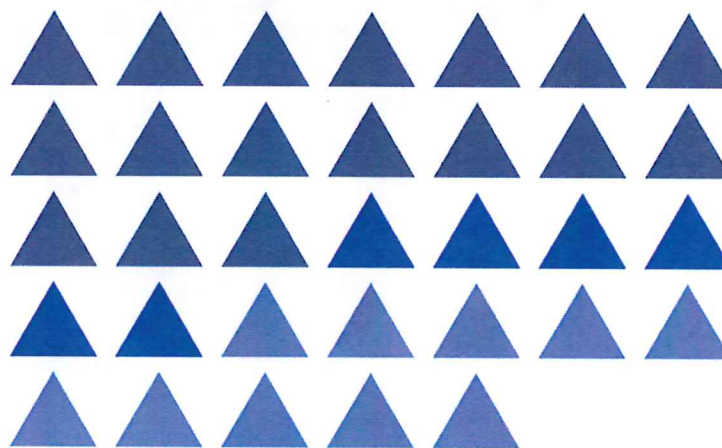


Written Warnings  
 Attendance 12  
 Work Performance 2  
 Personal Actions 3

Suspensions  
 Attendance 4  
 Personal Actions 2

Terminations  
 Attendance 9  
 Progressive Discipline 1

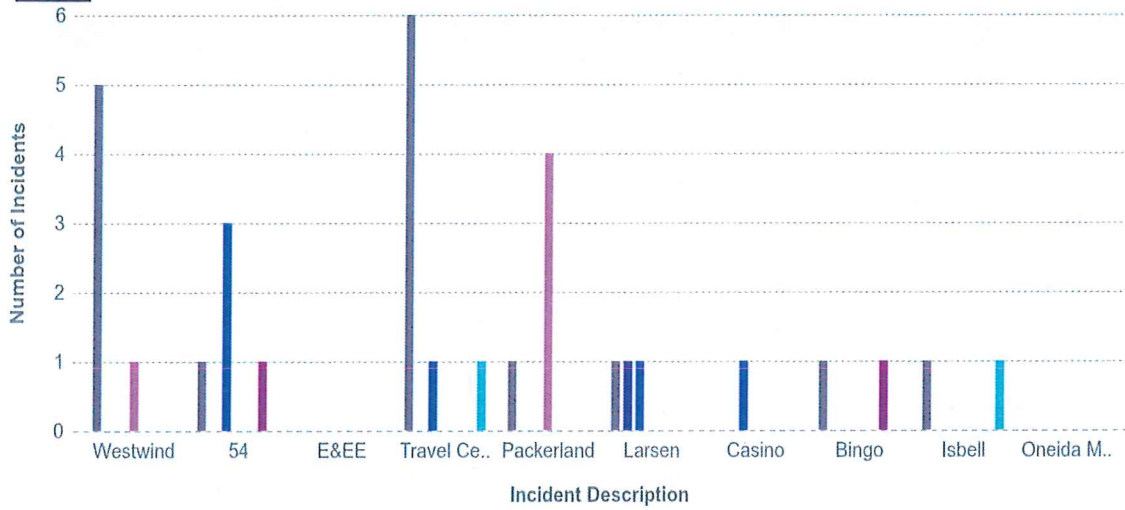
Disciplinary Action Qtr. 4




■ Written Warnings (51.52%) ■ Suspensions (18.18%) ■ Terminations (30.30%)

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# Internal Security Incident Reports



■ Cellphone Use 
 ■ Eating behind counter 
 ■ No Badge 
 ■ Uniform 
 ■ Unattended Counter 
 ■ Suspicious Activity 
 ■ Smoking / Vaping



**Violations**

- Cellphone Use 16
- Eating Behind Counter 1
- No Badge 6
- Uniform 5
- Unattended Counter 0
- Suspicious Activity 2
- Smoking/Vaping 2
- Total Violations 32**



**Violations By Location**

- Westwind 6
- 54 5
- E&EE 0
- Travel Center 8
- Packerland 5
- Larsen 3
- Casino 1
- Bingo 2
- Isbell 2
- Oneida Market 0

## 5

## General Updates

## Four Paths Update

Upgrading fuel canopy and finalization of exterior building facade & concrete.

Installation of ceiling, floors, walls and refrigeration equipment continues.

Employee walk-through  
December 6, 2017

BC walk-through  
December 6, 2017

Soft Opening  
December 13, 2017

Grand Opening  
TBD

## Oneida Market

Retail continues to work on strategies to increase the Gross Profit Margins in many categories.

Focus on the following in Agriculture:

Process Improvement

Pricing Strategy

Merchandise Strategy

Inventory Control

## Coupon Clearinghouse

In FY 2018 a coupon clearinghouse will be used to redeem coupons across all locations to increase efficiency & profitability.

Focus on:  
Clean Sales

Daily Reconciliation

Monthly Reconciliation & Audit by Clearinghouse

Monthly Payments to Retail

Monthly Clearing & Reconciling by Accounting by Location

## Gas Tax Resolution

The gas tax gallon limit can be implemented through Open Rewards.

The average gallons per transaction over the 20 gallon limit in Open Rewards was 28 gallons.

Retail suggests a limit of 30 gallons implemented when the BC resolution is amended to be in alignment with the audit findings.

Legislative Affairs is working with Retail to create a communication plan regarding any changes that will be made.

## 6

## Marketing Updates

## Diamonds for Dollars

The Oneida Food Pantry was the recipient of the last Diamonds for Dollars fundraising effort by Oneida Retail.

The event ran  
August 28 -  
September 17, 2017.

There were 1045 diamonds sold across all locations and the pantry received \$1,045.

Top Location Sales were:  
Isbell 306  
Packerland 220  
E&EE 206  
54 132

## 2017 Educational Alliance

The Marketing Team applied for the Educational Alliance Nomination grants through Exxon/Mobile and received \$500 education grants for the following schools:

Oneida Nation Elementary  
Oneida Nation High School  
Lannoye Elementary School  
Hillcrest Elementary School  
ML King Elementary School  
Pioneer Elementary

The grants will be presented to the schools to help generate enthusiasm for Math & Science in education.

## Open Roads Reward Program

The Marketing Team is actively working with Open Roads [Excentus] & MIS to troubleshoot the connectivity problems at the Market.

The help of MIS has been a great help when working with the Technical team of Excentus.

The Open Roads program will be continuously evaluated for profitability and process improvement as the project moves forward.

## Inventory System

The Marketing Team continues to work on getting the inventory system implemented to align the process to provide accurate inventory information to Central Accounting.

The process design will include inventory accountability from delivery to sales.

Electronic receiving, cost adjustment, shrink, credit, promotions and sales.

Thank you for reading the report, should you have any questions please feel free to call me at 920.496.7301 or by email at mdoxtat3@oneidanation.org.