

ONEIDA TRIBE OF INDIANS OF WISCONSIN

Human Resources Department

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Interpretation on Oneida and Indian Preference

June 23, 2011

GTC approved the changes to the Selection Policy, Sections III in the Personnel Policies and Procedures to strengthen Oneida and Indian Preference on May 23, 2011 which is:

The Oneida Tribe of Indians of Wisconsin is an equal employment opportunity employer and follows non-discriminatory policies and procedures in personnel decisions. However, the Oneida Tribe exists to serve the needs of the Oneida people and therefore accords Oneida Preference to enrolled Oneida Tribal Members where such preference is not otherwise prohibited. All General Managers and top administrative positions, as defined by HRD, shall be held by enrolled Tribal members. In all other instances, the Tribe applies the following priorities of Indian Preference in staffing decisions:

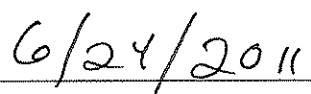
1. Enrolled Oneida Tribal member;
2. Oneida Indians eligible for enrollment in the Oneida Tribe;
3. Documented first generation Oneida descendant;
4. Other Native American Indian;
5. Other (non-Indian).

This policy will apply in decisions where the basic requirements for employment are met.


The following interpretations shall apply to all applicants applying for a position within the Oneida Tribe:

- Enrolled Oneida Tribal member means a person who is a documented, enrolled member of the Oneida Tribe of Indians of Wisconsin.
- Oneida Indians eligible for enrollment in the Oneida Tribe means those members who are in the process of enrolling in the Oneida Tribe of Indians of Wisconsin and are not enrolled on any other recognized Indian Tribal rolls such as Menominee, Stockbridge-Munsee, etc.
- Documented first generation Oneida descendant means any person who is below $\frac{1}{4}$ Oneida blood quantum and is not enrolled in any other recognized Indian Tribal roll such as Menominee, Stockbridge-Munsee, etc.
- Other Native American Indian means any person who is on another Tribe's roll such as an enrolled member of the Menominee, Stockbridge-Munsee, Oneida Tribe of New York and Oneida Tribe in Canada, etc.
- Other (non-Indian) refers to all other persons not classified above.


Marianne J. Close, Compensation and Employment Director


Date


Geraldine Danforth, HR Area Manager


Date