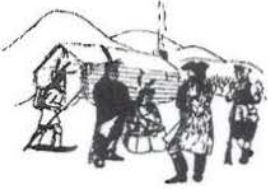


Oneida Tribe of Indians of Wisconsin



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.

GTC Resolution 07-02-12-A

Amendments to the Personnel Policies and Procedures Relating to Vacation and Personal Day Accumulation

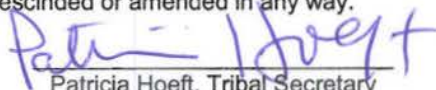
- WHEREAS,** the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America, and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin, and
- WHEREAS,** when the budget for Fiscal Year 2010 was being finalized by the Oneida Business Committee, revenue projections were calculated according to best practices used in economic and financial projection and planning, and
- WHEREAS,** the Oneida Business Committee reviewed those revenue projections and determined that revenues were not being generated as anticipated, causing shortfalls, and
- WHEREAS,** there was and still is a need to address shortfalls to reduce deficit spending and Tribal debt, and
- WHEREAS,** the Personnel Policies and Procedures currently places no cap on the amount of time an employee can accrue for personal and vacation time, and
- WHEREAS,** the Tribe had an estimated liability of approximately \$7 million in unpaid vacation and personal time at the start of Fiscal Year 2010, and
- WHEREAS,** amendments were made to the Personnel Policies and Procedures in order to stem the Tribe's exposure to liability by placing a cap on personal and vacation time, and
- WHEREAS,** since those amendments were implemented, the Tribe's estimated liability in unpaid vacation and personal time has been reduced to approximately \$6.175 million, and
- WHEREAS,** it is necessary to permanently impose a cap on personal and vacation time in order to continue to stem the Tribe's exposure to liability relating to the amount of unpaid vacation and personal time.

NOW THEREFORE BE IT RESOLVED, that the attached amendments to the Personnel Policies and Procedures are hereby adopted.

NOW THEREFORE BE IT FINALLY RESOLVED, that the procedure that addresses those employees who have accumulated over 280 hours of combined vacation and personal time which was approved by the Oneida Business Committee shall continue to be implemented.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida General Tribal Council, in session with a quorum of 1,867 members present, at a meeting duly called, noticed and held on the 2nd day of July, 2012; that the forgoing resolution was duly adopted at such meeting by majority vote of those present and that said resolution has not been rescinded or amended in any way.


Patricia Hoeft, Tribal Secretary
Oneida Business Committee