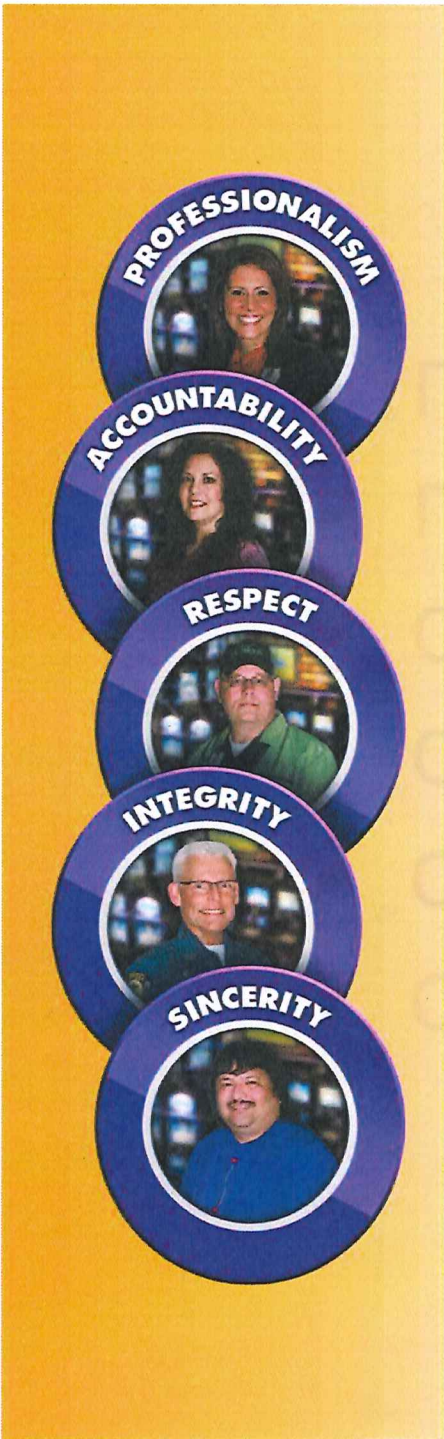


Economic Enterprises

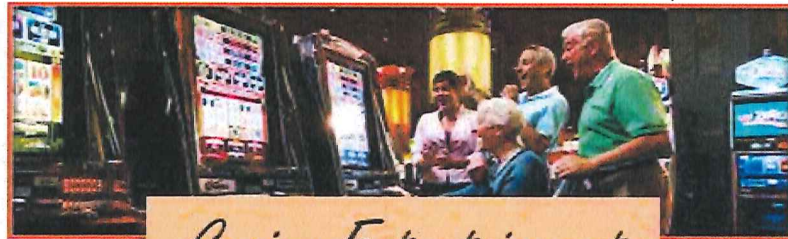
- Oneida Gaming
- Oneida Retail Enterprises
- Oneida Nation Farm
- Oneida Orchard
- Land Management
- Land Acquisition



Casino Vision



1st Choice



Casino Entertainment

Wisconsin's First Choice for Casino Entertainment

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Casino Mission

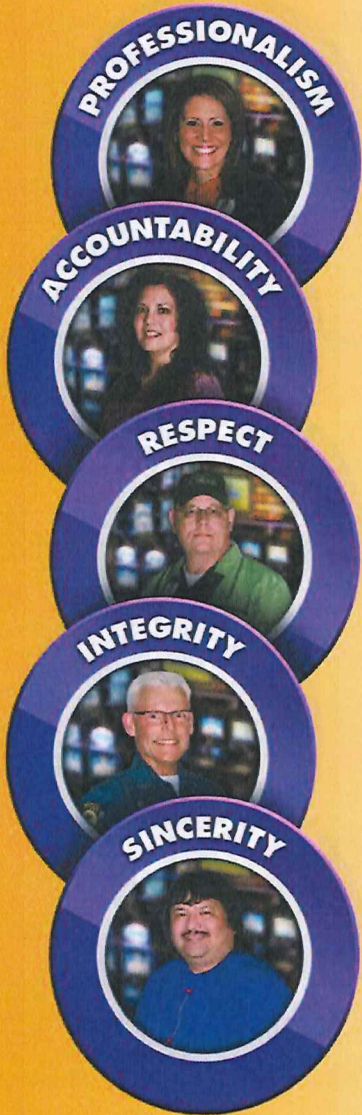
Gaming Professionals
Working Together to
Provide a Friendly,
Safe and Fun Gaming
Experience

CONFIDENTIAL



Gaming Strategies

- Reinvest in Facility
 - GTC approved \$28mm in 2011
 - Completed under budget in 2014
- Reinvest in Customers
 - GTC approved in operational budgets 2015, 2016, 2017
- Reinvest in Employees
 - OBC Supports
 - Need GTC Support for 2019
- Reinvest in the Future of Oneida Casino
 - Feasibility Study



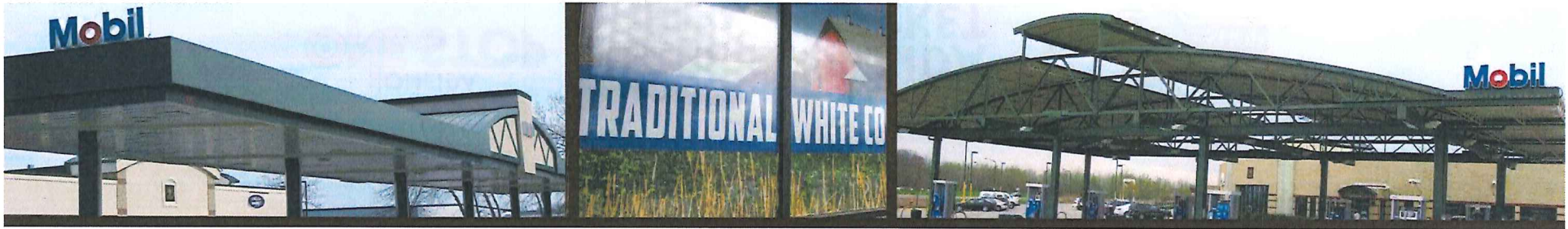


Oneida Retail Enterprise

Mission and Vision

Contribute to the prosperity of the Oneida Nation by maximizing profit.

A Nation of strong families built on Tsi?NiyukwalihoT^ and a strong economy



Increase Revenue

Oneida Retail has increased the promotions on our core product line – cigarettes. Currently there is one Retail Funded promotion on multi purchases of cartons to increase sales.

Altria (Philip Morris) is sponsoring a \$1.00 off 2 packs of Marlboro products with the use of a loyalty card.

Take Two promotion is designed to encourage customers to increase their buy each visit.



Improve Human Resource Management

ORE is in process of re-organization of Administration to improve the effectiveness of the overall operations

Job Descriptions are being evaluated

Work has began on the SWP

Increase of the starting wage

Implementation of a shift differential

1/15/2019





System Evaluation

ORE is working with MIS to evaluate the POS system

The ORE HandBook is in process for updates.

Development of SOP/WS is ongoing

Inventory Process is being re-evaluated.

1/15/2019





Refining Product Mix – Oneida Market

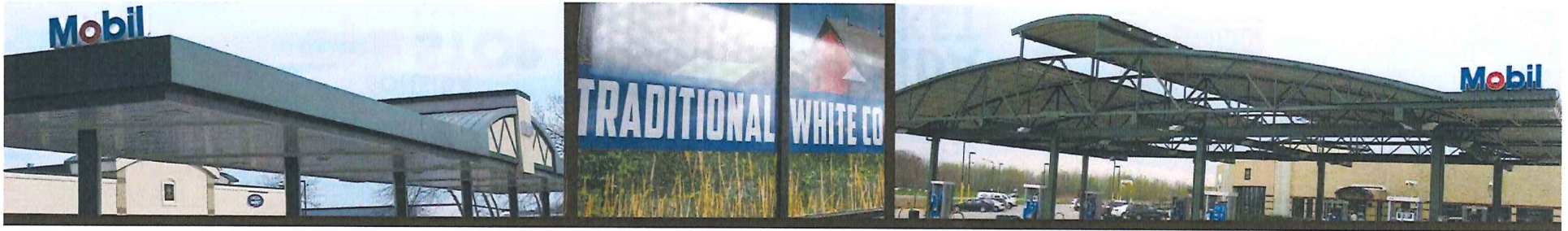
ORE Administration is in process of evaluating the Oneida Market Business Plan

The Category Managers have been assigned the responsibility of the product mix and vendors

An evaluation of the meat pricing and inventory controls has been completed.

1/15/2019





Oneida Retail 1st Quarter Update

- Increase Revenue
- Improve Human Resource Management
- System Evaluation
- Refine Product Mix – Oneida Market



Oneida Nation Farm Mission/Vision

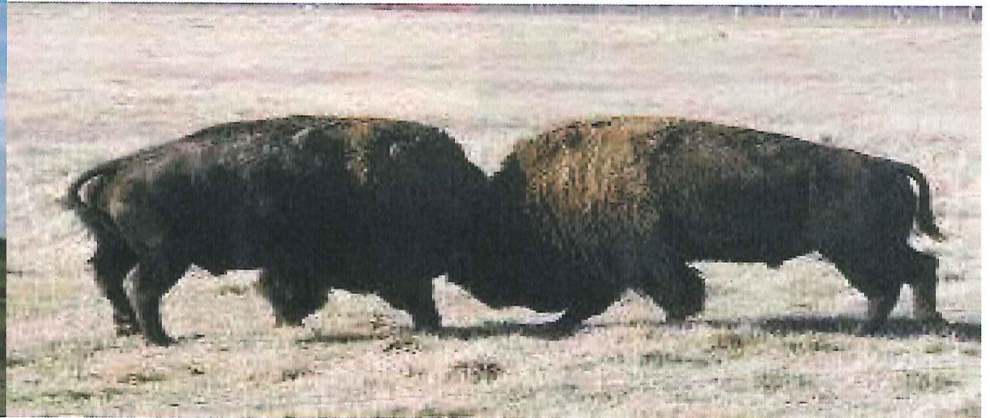


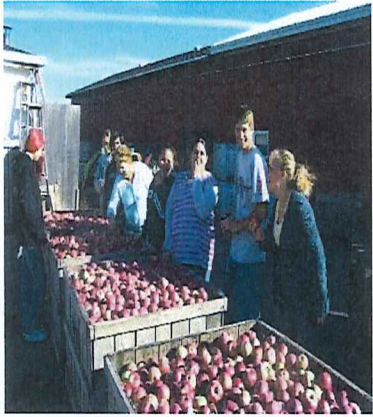
We believe in producing, distributing,
and selling the finest quality of beef,
buffalo and farm products



Oneida Nation Farm Strategy

- To continue to increase the sales of Angus beef
- To identify additional external markets for the Oneida bison meat
- To increase yield by forgoing less productive agriculture lots
- To improve employee engagement





Oneida Nation Orchard Mission/Vision



Serving the community by offering a variety of safe, nutritious, high quality apples and produce

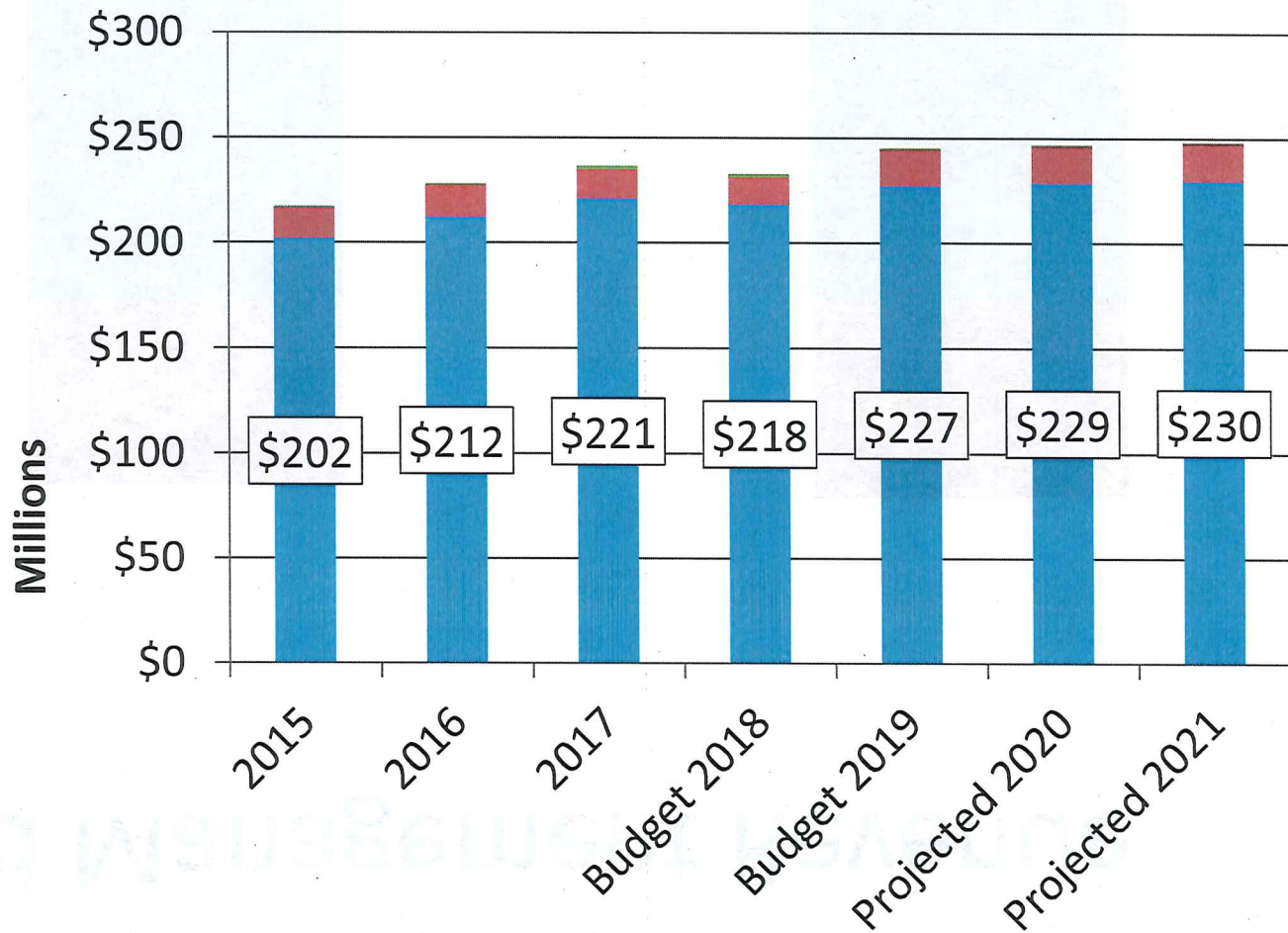
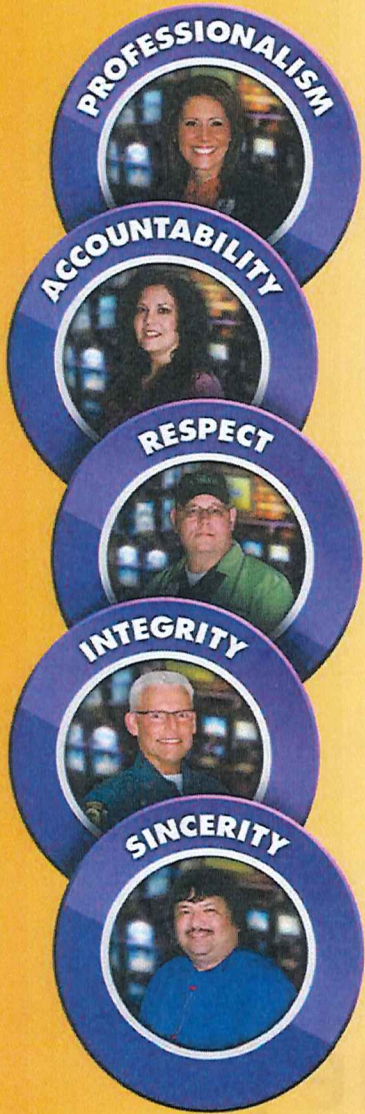


Oneida Nation Orchard Strategy

- A systematic replacement of McIntosh and Cortland tree inventory
- Increase Pick Your Own market through adding apple varieties these market demands
- Employee engagement

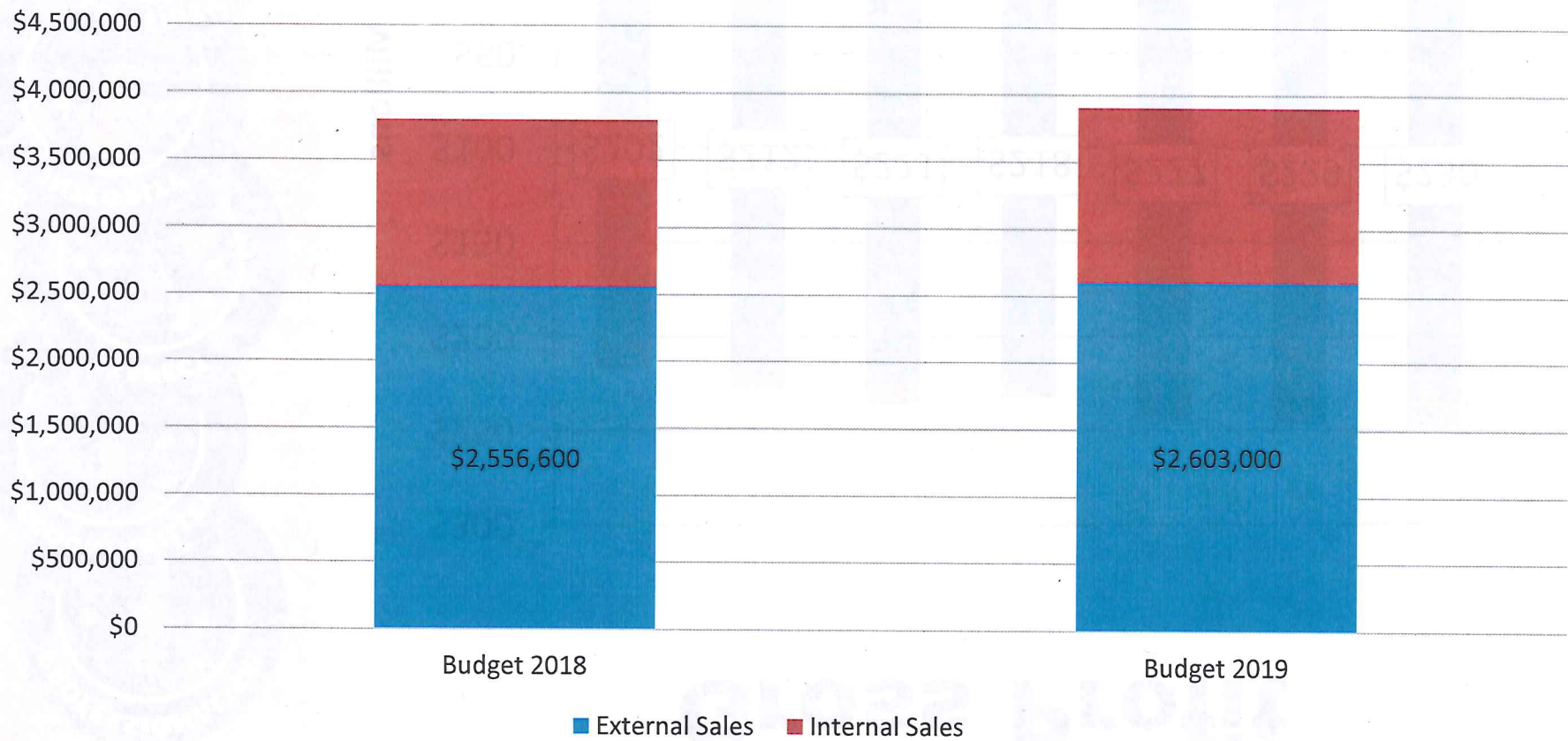


Economic Enterprises Gross Profit



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Land Management Revenue



Economic Enterprises Goals

- Increase Revenue
- Improve Human Resource Management
- System Evaluations
- Refining Product
- Purchase 1,210 Acres of Land
- Distribute land

Importance of Employee Engagement

- Increase in sales per employee
- Increase in net profit margin
- Increase in employee morale



Source: Gallup State of America Workforce

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Land Management Area

Caretakers of the Land



A photograph of a winter landscape. In the foreground, a snow-covered bank is on the right, leading to a dark river. The background is filled with snow-laden trees and a hazy sky. The text is overlaid on the image.

Mission Statement:

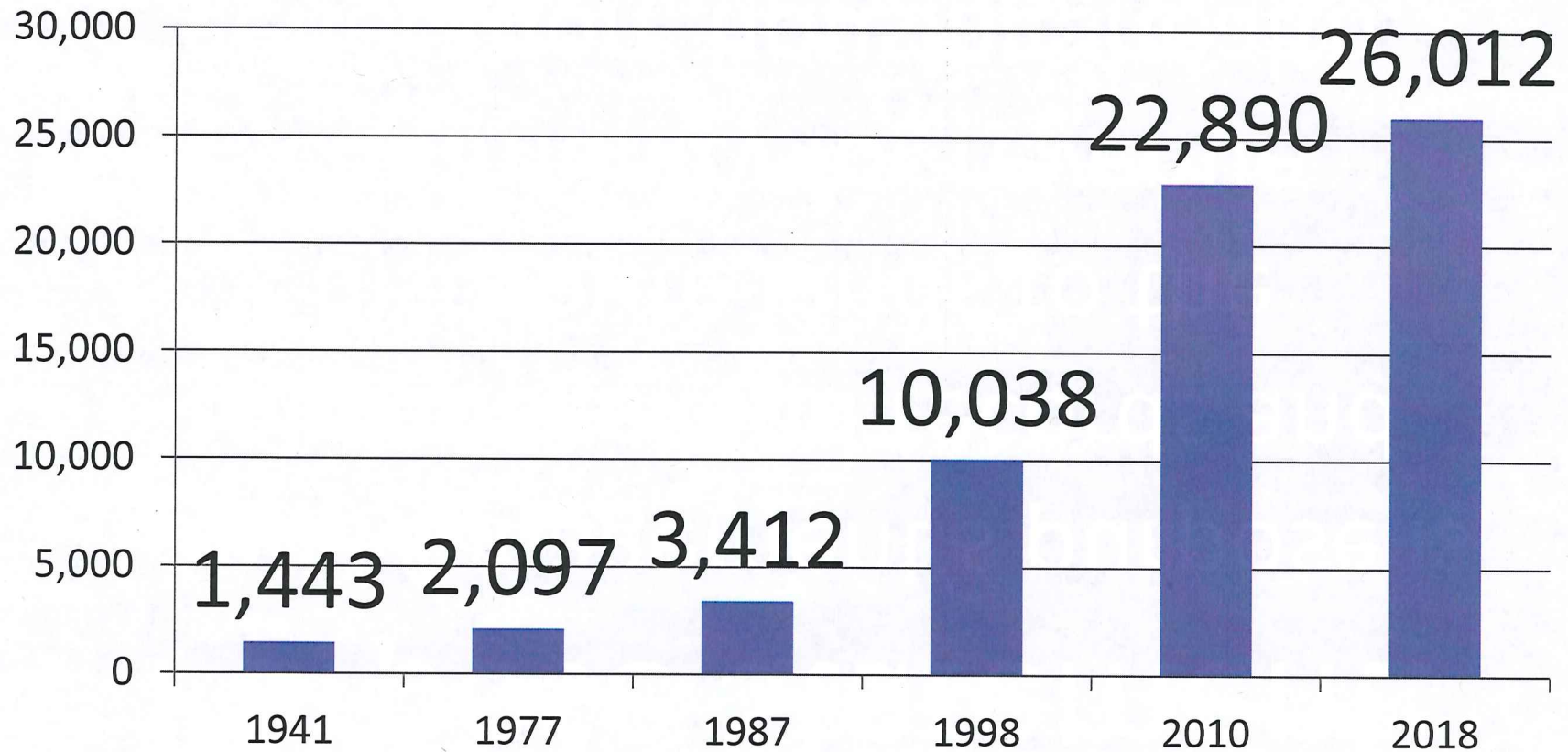
Land Management is committed to building a responsible nation to enhance and strengthen the Oneida Nations sovereignty by reacquiring land, expanding trust lands and distributing for community use.

An aerial photograph of a large, winding lake in a rural landscape. The lake is surrounded by green fields, trees with autumn foliage, and some buildings. The text is overlaid on the image in a large, white, sans-serif font.

Purpose Statement:
Land Management's purpose is to manage land records and distribute lands to the community for revenue generation, housing, health, environmental protection, education, and recreation

Oneida Nation Land Ownership 1941-2018

of Acres Owned

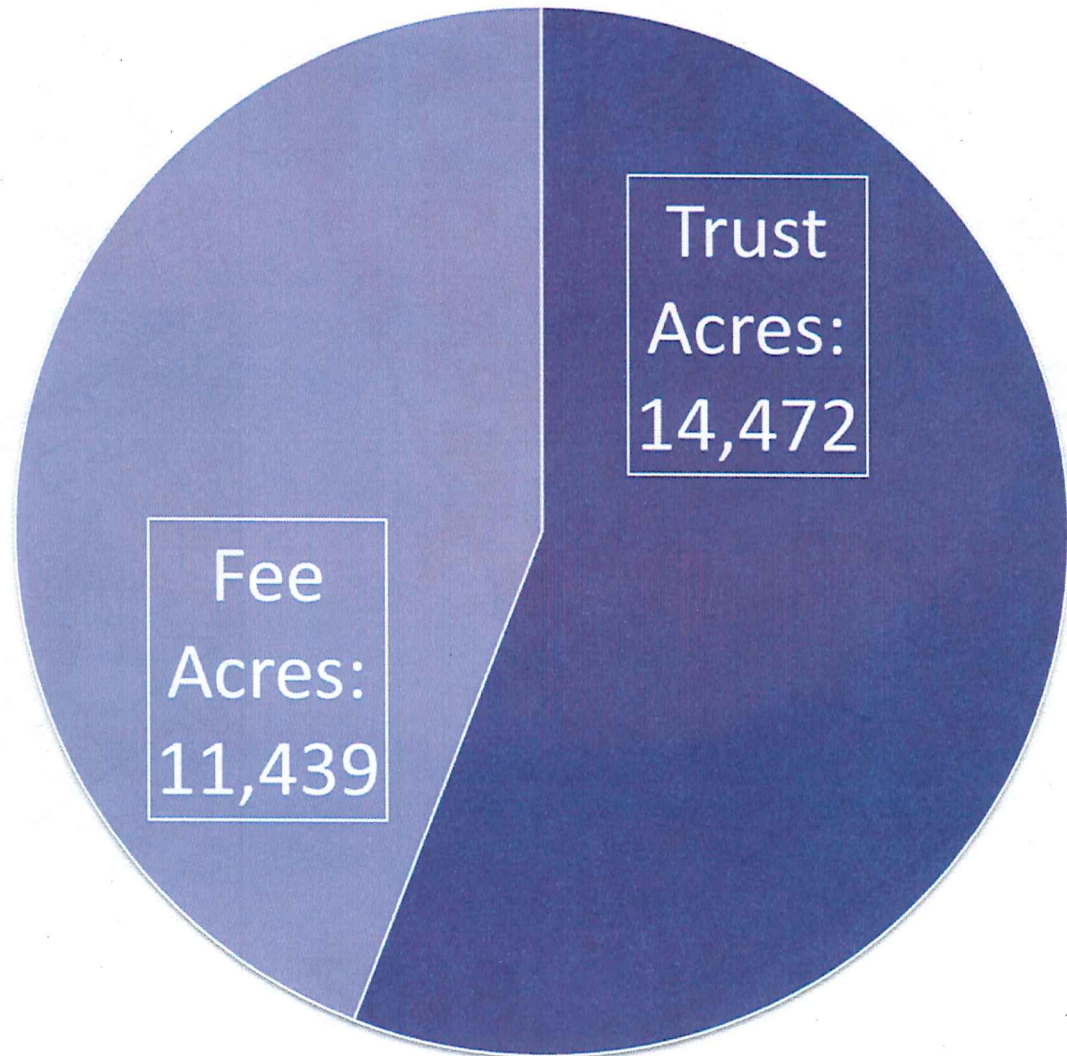


Oneida Nation Land Ownership September 2018: 26,012 Acres Owned

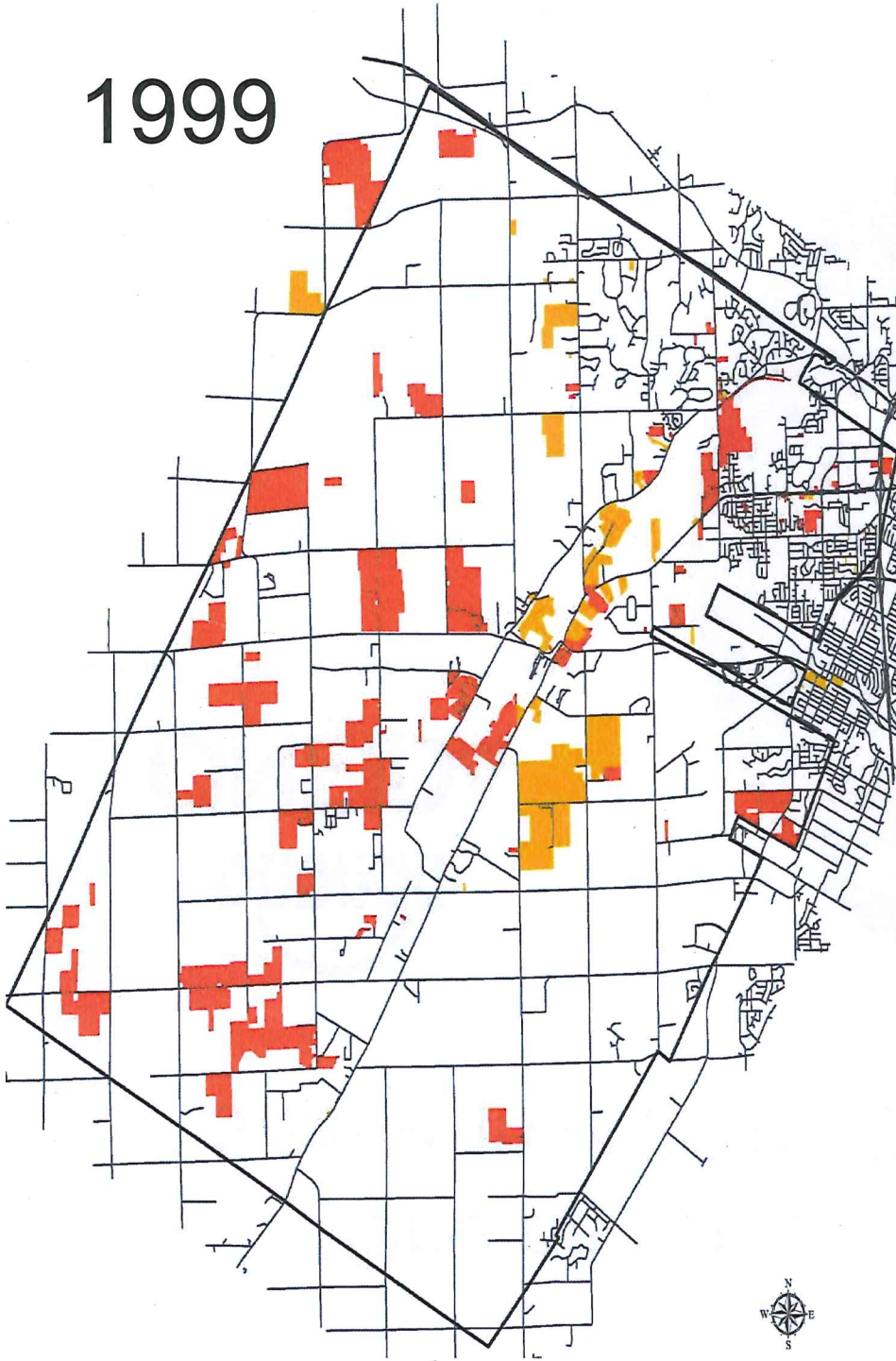


ONEIDA

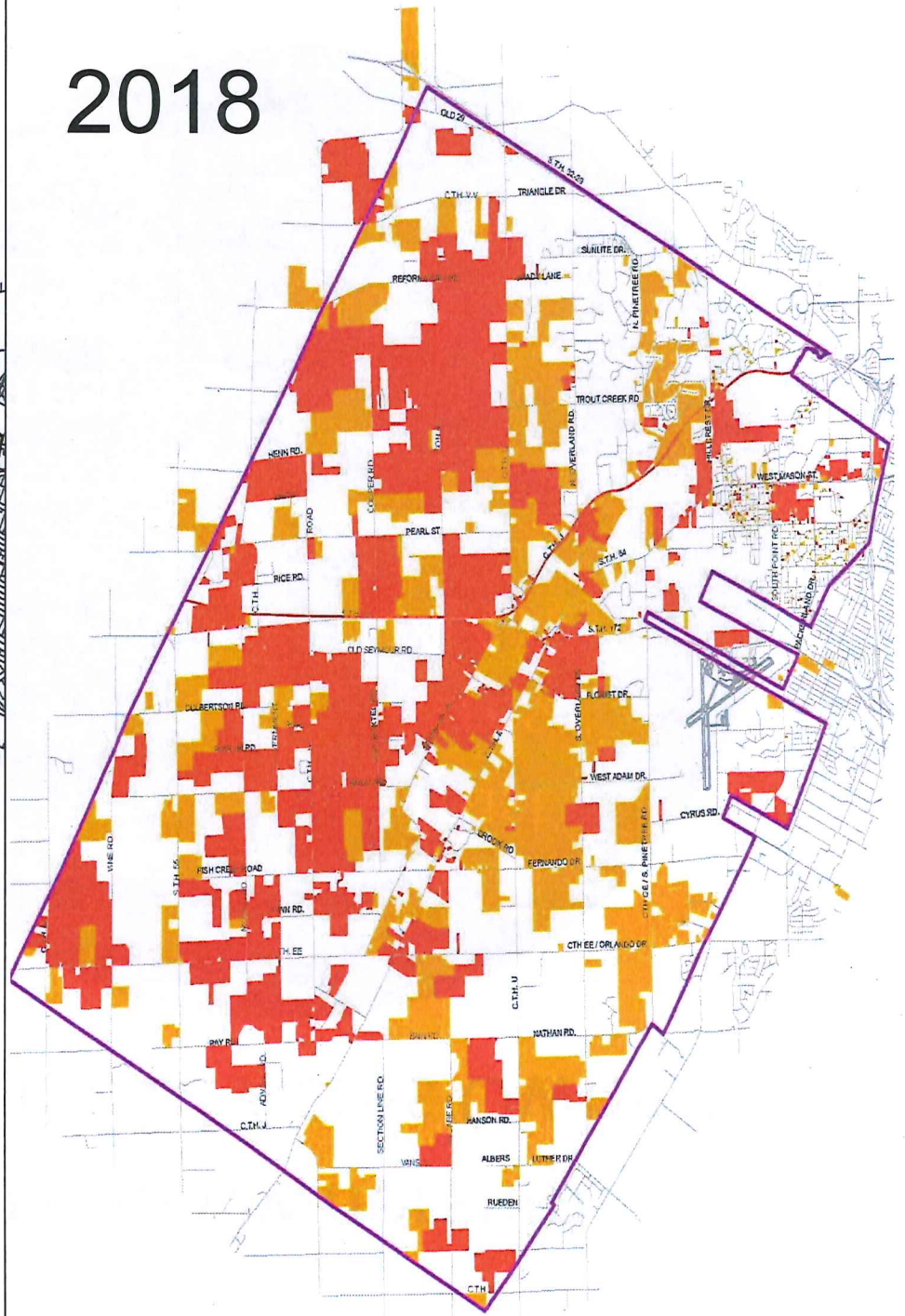
A good mind. A good heart. A strong fire.



1999



2018



Legend

∟ Road Centerlines

▭ Reservation Boundary

Land Use on Tribal Land (category)

⊕ Agriculture - 17,412 acres

⊕ Commercial and Services - 379 acres

⊕ Forest Land - 3,838 acres

⊕ Grassland - 1,160 acres

⊕ Hydrology - 351 acres

⊕ Industrial - 108 acres

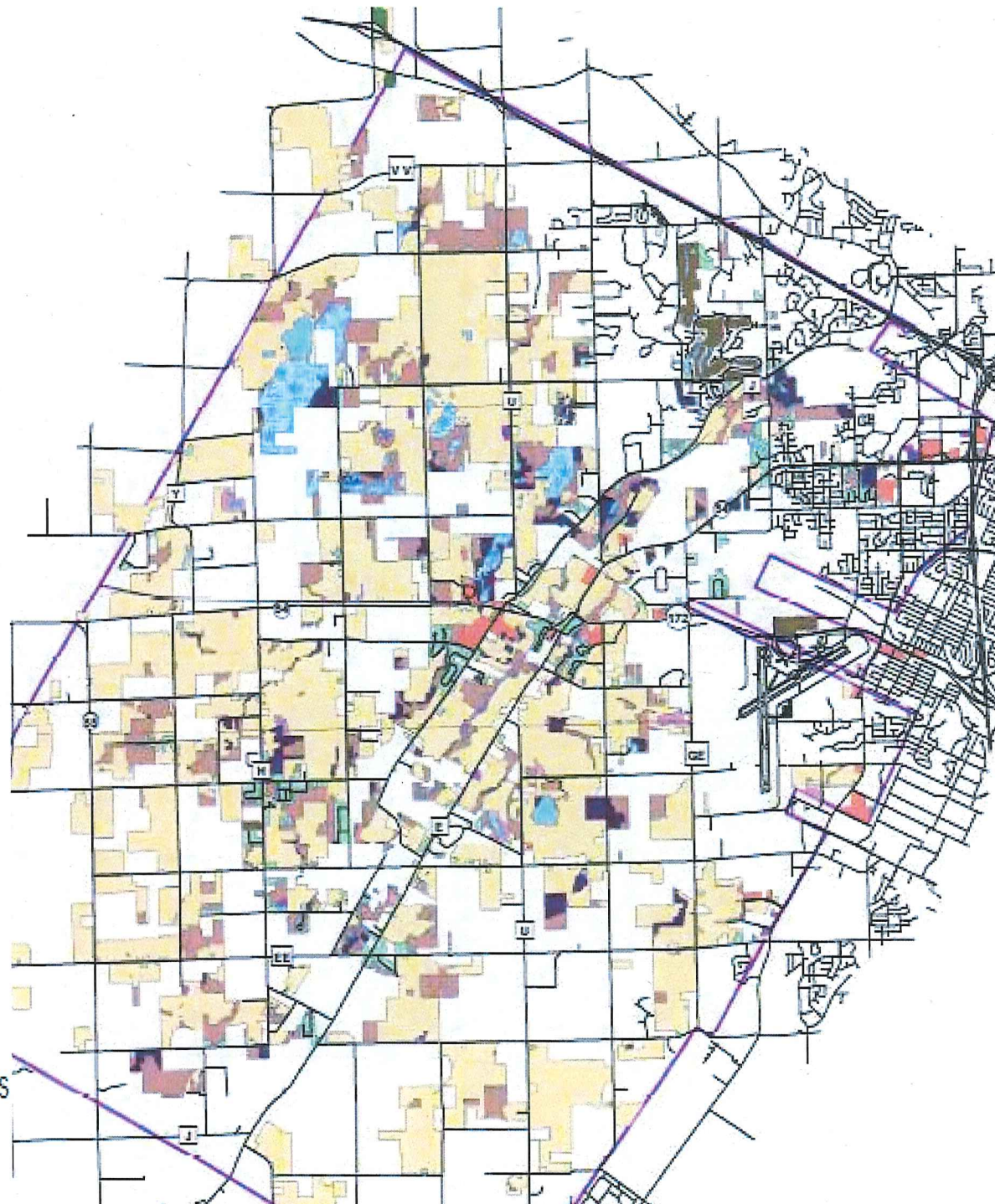
⊕ Quarries and Gravel Pits - 133 acres

⊕ Recreational - 323 acres

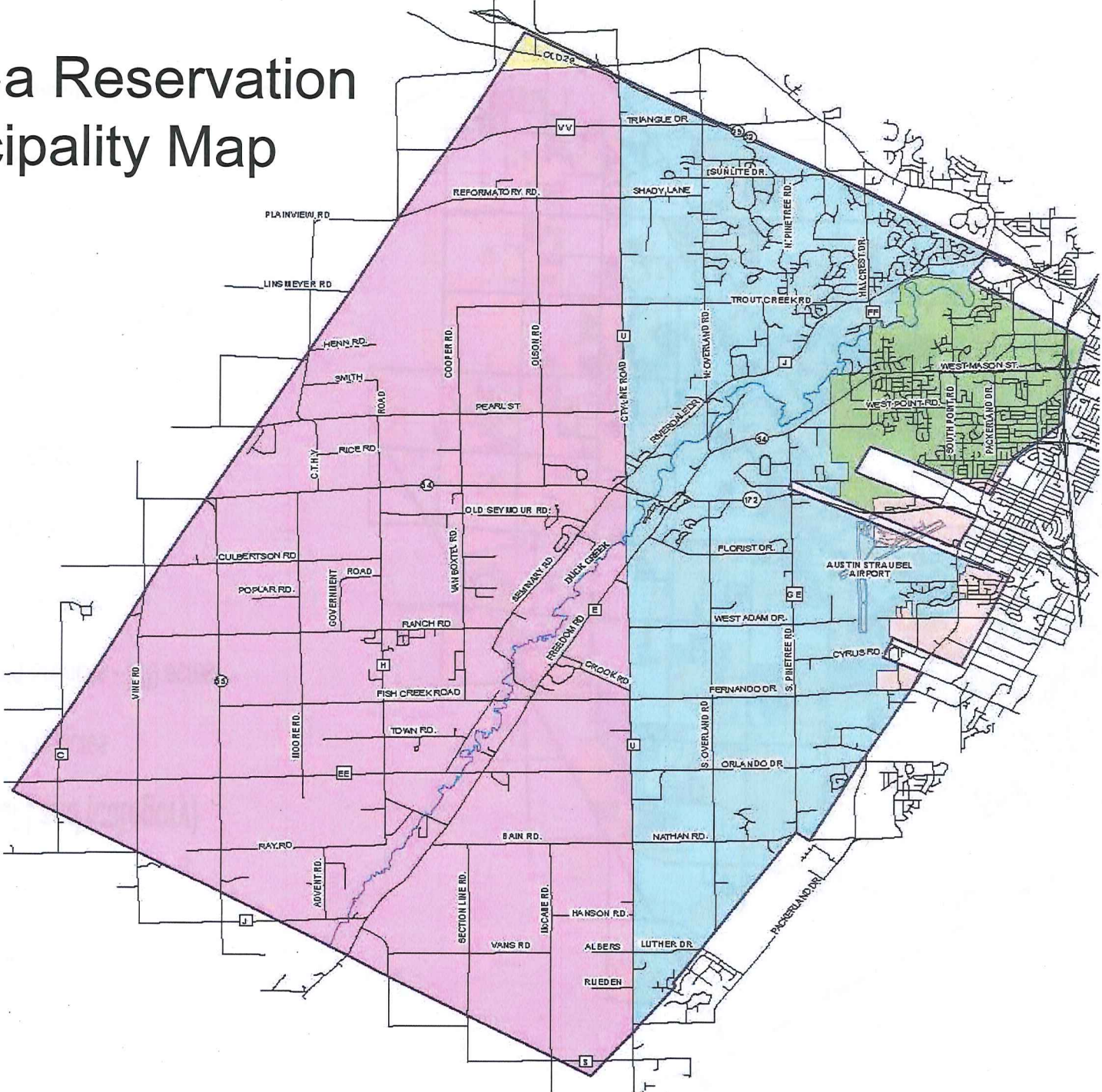
⊕ Residential - 1,342 acres

⊕ Transportation Communications and Utilities - 31 acres

⊕ Wetlands - 814 acres



Oneida Reservation Municipality Map



Land Management FY 2019 Strategic Goals

1. Purchase 1,210 acres of land
2. Distribute land for commercial, agricultural, residential (HBO and HIP) and natural resource uses
3. Process land into trust

These goals are based on the Land Acquisition 2019 Budget funded \$12,120,000 according to the 2033 Plan.



Economic Enterprises

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