Government administration incorporates "Good Governance Principles" so that we may always look to the greater good of our Nation. We are comprised of approximately 32 departments, 17 Boards, Committees, and Commissions, whose members are appointed, or elected, and a Judiciary system whose members are also elected. Government administration strive to fulfill our constitutional responsibility to conserve and develop our common resources and promote the welfare of ourselves and our descendants by clearing the path for Tribal operations so that there will be a Nation of Strong Families built on Tsi>Niyukwaliho T^ and a strong economy

Status report of the service group's Three-Year Outcomes

Self- Governance	SMART Goal is being measured?	Percent (%) Complete
Set up a contingency fund proposal to alleviate budget cut impact and present it by December 2019 and implemented by 2020	Yes	30%
Fully staff Self-Governance Office with one additional position with required competencies by 2021	Yes	40%
Survey community to identify current needs. To be made smart	Yes	30%

EH&S Division	SMART Goal is being measured?	Percent (%) Complete
Update job description and compensate our team for the services they perform	Yes	70%
We will engage in Federal agencies, BC and other Tribes through this fiscal year	Yes	40%
Work to develop better processes for distributing lands for the best utilization by the end of the fiscal year	Yes	50%
Legislative Affairs / Communications	SMART Goal is being measured?	Percent (%) Complete
Branding - We will increase the awareness and effectiveness of our brand by September 2021	No – Being Developed	0%
Government Relations - We will enhance our relationships with political leaders every year by increasing the amount of networking sessions	Yes	20%
Oneida Nation Government Engagement - Support the Oneida Nation government with the 2020 election through outreach and communication	Yes	30%
Human Resources	SMART Goal is being measured?	Percent (%) Complete
HRD will develop and implement a plan to reshape HR to become a strategic business partner with fund units by September 30, 2021	Yes	30%
Acquire and implement HRIS System	No	0%
Attract and retain employees. Need to advertise	Yes	30%
Oneida Business Committee	SMART Goal is being measured?	Percent (%) Complete
Advancing On^yote?aka principles	Yes – QOL	KPI
Exercising Sovereignty	Yes – QOL	KPI
Improving Organizational Changes	Yes – QOL	KPI
Promoting Positive Community Relations	Yes – QOL	KPI
Inspiring Yukwatsistay^	Yes – QOL	KPI
Encouraging Tsi?niyukwalihot^	Yes – QOL	KPI
Finance	SMART Goal is being measured?	Percent (%) Complete
Through our work and advice, not go into cost containment	Yes	100%
Consistently meet financial obligations. Optimize expense management	Yes	100%
Responsible and effective asset management. Reporting	Yes	100%

Purchasing	SMART Goal is being measured?	Percent (%) Complete
Develop training videos for future use for all Tribal Business Units. Training videos will focus on proper procurement process	Yes	50%
Create a robust Oneida Intranet page which contains tools & guidelines and SOP's for use & reference	Yes	50%
Develop a standardize list of office supplies to reduce the number of products and reduce prices	Yes	50%
Licensing Coordinator	SMART Goal is being measured?	Percent (%) Complete
Offering more type of licenses	Yes	70%
Expand department by hiring another person	No	0%
Increase revenue by 10% or more each year	No	0%
Indian Preference	SMART Goal is being measured?	Percent (%) Complete
Establish STEM or Engineering Education programs for the Elementary school by helping create and enhance Apprenticeship opportunities for Tribal Skilled Trades workers	No – Being Developed	0%
Open the door for opportunities for Tribal Skilled Trades Workers for projects located on and "near" the Oneida reservation attaining long term positions establishing while helping establish opportunities for careers of Tribal Skilled Trades Workers when working on or near the Oneida reservation	No – Being Developed	0%
Risk Management	SMART Goal is being measured?	Percent (%) Complete
Manage health care costs at or below annual budgeted amount	Yes	80%
Create a formal cyber breach response plan	Yes – Being Developed	40%
Rewrite the Safety Law	No	0%

Accounting	SMART Goal is being measured?	Percent (%) Complete
Clean Audit Opinions	Yes	40%
Accounts Payable – 10 business day turnaround	Yes	40%
Timely Monthly Financial Reporting received electronically	Yes	30%
GTC Legal Resource Center	SMART Goal is being measured?	Percent (%) Complete
The GTC Legal Resource center will be adequately staffed within the first three months of the 2021 budget cycle; using reports from our database for services requested and rendered, this data will actual staffing needs	Yes	70%
The GTC Legal Resource Center will amend the GTC Legal Resource Center law by July 2021	Yes	20%
The GTC Legal Resource Center will have a political appointee training and transition plan in place by July 2021	Yes	20%
Internal Services Administration	SMART Goal is being measured?	Percent (%) Complete
By 2021, Internal Services Division will work to realign areas and create synergies in Technology, Media and Food System	Yes	20%
By 2021 will have established a baseline for measures for Internal services departments, services, and staff using business intelligence (data) and using the data to improve departments, services and staff	Yes	10%
By 2021, Internal Services will have supported several new initiatives that support the Oneida Nation	Yes	20%
Grants	SMART Goal is being measured?	Percent (%) Complete
Enhance tribal services with external grant funding of $5 million dollars per year	Yes	50%
To increase Oneida Nation staff knowledge by providing grants training to programs/departments in need	Yes	50%
Provide administrative and fundraising support to the Oneida Youth Leadership Institute	Yes	50%

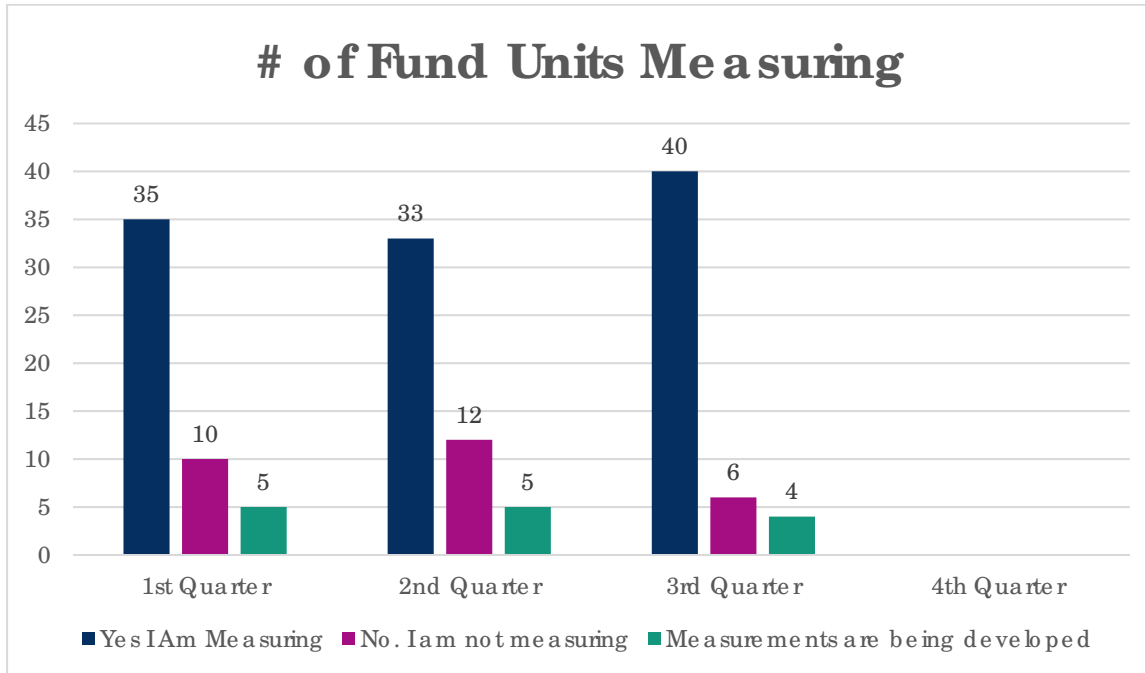| Big Bear Media (Print Center / Mail Center / Kalihwisaks / Tourism	SMART Goal is being measured?	Percent (%) Complete
Advancing On^yote>a-k@principles through integrated initiatives to Experience Oneida	Yes	0%
Improving organizational changes toward operational sustainability and capacity building, and quality of work	Yes	20%
Encourage Tsi>Niyukwaliho T^ with new programs to attract & engage Customers, i.e. e-commerce, Explore Oneida programs, media	Yes	30%
MIS	SMART Goal is being measured?	Percent (%) Complete
Expand and improve technology systems, infrastructure, and support	Yes	20%
Provide Technologies and Processes that Promote Information Sharing & Collaboration	Yes	30%
Keep the system running (KTSR)	Yes	20%

Additional Notes:

Indian Preference **RE: measuring of STEM or Engineering program / Apprenticeships**: I have forwarded the information to the right departments and am awaiting response. I have also forwarded information to Guidance Counselors, posted any available apprenticeships, including the Tribal Newspaper. **Re: measuring Tribal Skilled Trade Worker Opportunities:** I have reached out to union labors and established many communications; forwarded this information on to Tribal Skilled Trades Workers, New students entering the workforce, Guidance Counselors, etc., Tribal newspaper. There is a current issue with the scope of which projects Indian Preference is to monitor as they relate to Indian Preference

Grants **RE: measuring increase Oneida Nation staff knowledge by providing grants training to programs/departments in need** – we are finding it difficult to get programs together to train due to time constraints. **RE: measuring to provide administrative and fundraising support to the Oneida Youth Leadership Institute** – training is still needed for Board members on policies & procedure development and non-profit accounting methods

Outcome # 1

Incorporate Good Governance Principles to: 1) Clear the path for Tribal operations; 2) Fulfill our constitutional responsibility to conserve and develop our common resources; 3) Promote the welfare of ourselves and our descendants

of Fund Units Measuring

Quarter	Yes I Am Measuring	No. I am not measuring	Measurements are being developed
1st Quarter	35	10	5
2nd Quarter	33	12	5
3rd Quarter	40	6	4
4th Quarter			

Of the 50 fund units within Government Administration, 3 more fund units has begun to measure their outcomes. (Change = 33 to 40 fund units measuring / 12 to 6 not measuring)

Of the 50 fund units within Government Administration, four (4) fund units are still developing their measurements.

Enter the service group's accomplishments here.

MIS was able to install a secure wireless solution for the alternate Dental operations site (NWTC); so that providers had full access to their automated environment
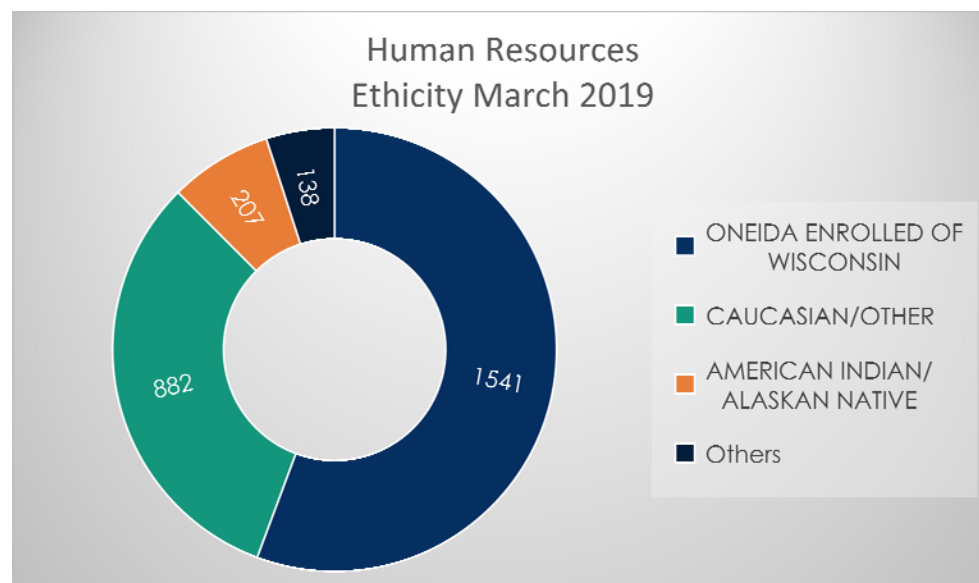
MIS completed a process redesign for Gaming that involved the application of OnBase workflow and forms control in the support of the Key Watcher system

HRD piloted O'Cademy in 2018 and officially launched O'Cademy in 2019. Currently, 83 employees are progressing through this leadership development program

HRD is working on the contract to implement the Talent Alignment Project; the outcome is to assist the Oneida organization in developing a systematic process for identifying human capital resources and strategies to meet talent requirements. The project consists of two main components: operational workforce planning, and strategic workforce planning

HRD demonstrated, "Infor" to key stakeholders on May 2, 2019. MIS is working out the technology transition details before finalizing any agreements with the vendor

HRD is preparing expected deliverable for potential vendors to complete a compensation study in Fiscal Year 2020. Deliverables include: focus on overall compensation practices such as wage charts, benefits, as well as specific areas of focus such as job families and entry level wages

Human Resources
Ethicity March 2019

- ONEIDA ENROLLED OF WISCONSIN — 1541
- CAUCASIAN/OTHER — 882
- AMERICAN INDIAN/ ALASKAN NATIVE — 207
- Others — 138

Big Bear Media

- Kah.na taluka wah (the place of many ducks) group began meeting to layout Oneida historical topics where a series of information will be created in a comprehensive written format, kali article, FB posting and video segment. Summer interns continue to research important dates in Oneida's historical move to this territory
- YTD: 10 Dance Performances; Royalty attended 23 events; Provided 22 tours
- Marketing Impressions (magazines, FB, YouTube) – 505,495
- Total mail pieces sent to tribal members – 92,345/31 Mailings
- Long House – Installed new metal doors with bark over the outside
- Crowned new Oneida Royalty for 2019
- Created Oneida Visitor Guide; mailed to GTC members who do not live in this area to promote tourism visits
- The development of E-Commerce is 50% completed with the receipt of Oneida Nation logo products
- On-line purchase will happen with the Elite Group program

<u>Oneida Grants Office</u>

- Grants office goal was to obtain $7M in funded grants; currently we obtained a total of $5.8M in funded grants by end of 3rd quarter (Fiscal Year 2019), with $8.2M pending
- We provide full assistance to various programs and enhanced their ability to obtain external funding
- 10 groups fundraising thru the 7871 entity within the community, which benefits over 100 youth

*Use the space below to describe how the accomplishments and the outcome above support the Nation's priorities (click this link to go to BC resolution # 10-24-18-C for more info). **150 words max***

Government Administration is prioritized #3 of the total 13 service groups. Due to the diverse components of Government Administration, inclusive of program fund units and boards, committees, commissions, and judiciary, the OBC has determined to incorporate Good Governance Principles as the foundation to provide a clear path for Tribal operations to be effective and efficient. A draft resolution, inducting Good Governance principles will be provided at the August 20, 2019, OBC Work Session. The next step will be to provide the draft resolution at the next OBC Meeting for adoption.

*Use the space below to describe what the membership can expect to see in the future from the Service Group. What will the Service Group be working on to realize the SMART goals in the Triennial Strategic Plan related to the outcome above? What will the Service Group be working on to reach the outcome above? **150 words max***

Fund units and Boards, Committees, Commissions, and Judiciary shall be required to begin focusing their benchmarks, and measurements, based on incorporating Good Governance principles as part of Government Administration's daily activities.